



City of Frederick, MD

Total Compensation Study Report

FINAL

January 19, 2022

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Executive Summary

Background

The City of Frederick, Maryland (“the City”) engaged Segal to conduct a competitive market assessment of pay ranges for City jobs, excluding sworn public safety positions. The study covers market data reflective of ten (10) public sector employers and three (3) published compensation surveys. This report contains the results of the market assessment, which includes information on base pay ranges offered to City employees as well as employer contributions to health and retirement benefits, paid leave offerings, and compensation practices.

Summary of Findings

Base Pay

Segal found that, across all benchmark jobs, the City’s base pay is below the market average across the pay range at the pay range minimum, midpoint, and maximum, as shown in **Table 1**.

Table 1
City of Frederick, MD Overall Base Pay as % of the Market Average

	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Average Salary
Public Sector	89%	88%	87%	85%
Published Data Sources	88%	90%	89%	N/A
Overall Market Average	88%	88%	88%	85%

Total Compensation Costs

Segal found that the City’s competitiveness with the market average remains mostly unchanged when accounting for total compensation costs (which includes base pay plus employer contributions to retirement and medical benefits), as shown in **Table 2**.

Table 2
City of Frederick, MD Overall Total Compensation as % of the Market Average

	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Average Salary
Overall Market Average	89%	88%	88%	85%

Employer Weighted Average Total Health Benefit Contributions

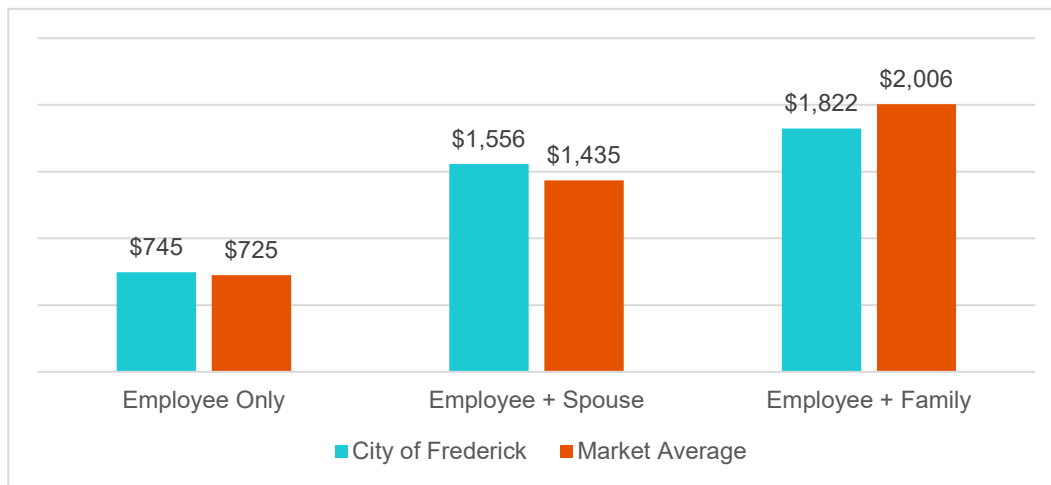
The City's annual contributions to total health benefits (including medical, prescription, dental, and vision) are competitive with the market average, as shown in **Table 3**.

Table 3
Annualized Weighted Total Health Employer Contributions

City of Frederick	Market Average
\$16,602	\$17,060

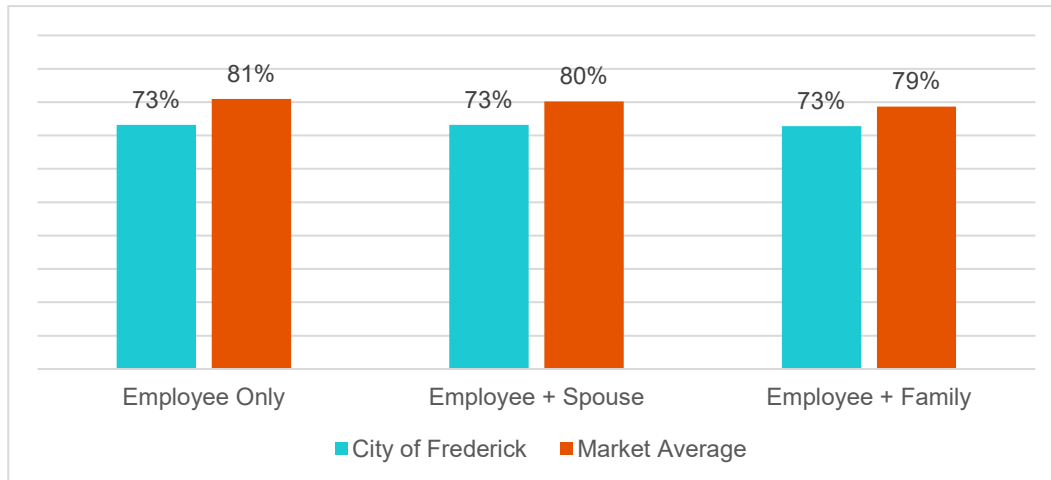
The City's monthly dollar contribution to health benefits is slightly above the market average for the employee only and employee plus spouse medical plan tiers of coverage and slightly lower than average for employee plus family medical coverage, as shown in **Figure 1**.

Figure 1
Total Monthly Employer Premium Cost (\$) for Medical, Prescription, Dental, and Vision Benefits Combined



The City's employer share of contributions to health benefits (including medical, prescription, dental, and vision) is slightly lower than the market average for all tiers of coverage, as shown in **Figure 2**.

Figure 2
Employer Share (%) of Monthly Premium Cost for Medical, Prescription, Dental, and Vision Benefits Combined



Retirement Contributions

The City's employer contributions towards employee retirement plans (which includes contributions/matches to defined benefit, defined contribution, deferred compensation, Social Security, and Medicare contributions) is comparable to the market average, as shown in **Table 4**.

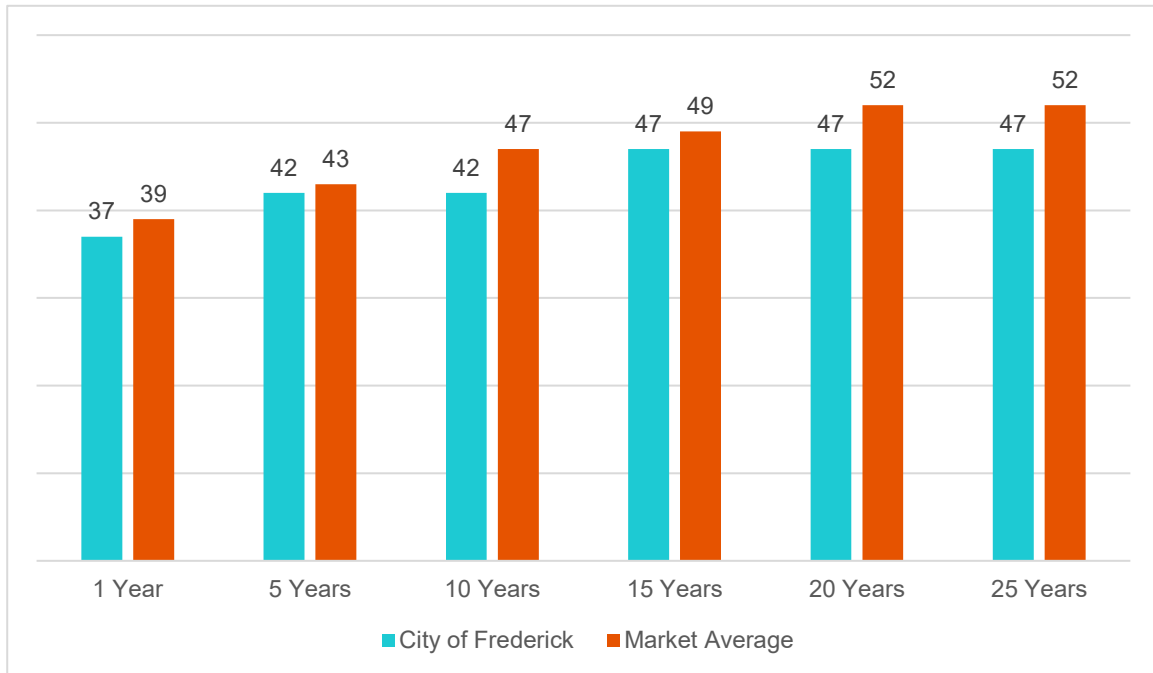
Table 4
Total Annual Employer Retirement Contributions (as a % of Pay)

City of Frederick	Market Average
13.52%	15.84%

Paid Time Off Benefits

The City's paid time off benefits (which include vacation days, sick days, personal days, and holidays) are slightly below the market average when looking at years of service, as shown in **Figure 3**.

Figure 3
Total Paid Leave Days at 1, 5, 10, 15, 20, and 25 Years of Service



Pay Policies

Based on findings in the market, Segal has summarized findings and recommendations for pay policies in **Table 5**.

Table 5
Prevailing Pay Policies

Pay Policy	City of Frederick, MD	Prevailing Market Practice	Market Lead Recommendation
Pay Schedule Design	Open range	Open range and grade and step	No change
Employee Pay Progression	Merit/performance and budget process	Longevity, merit/performance, and budget process	No change
Pay Schedule Adjustment	CPI (or other index)	CPI, budget process, and collective bargaining process	No change
Base Pay Increases for FY 2021-2023	FY2021: 1.2% FY2022: 2.6% FY2023: TBD	FY2021: 0.7% FY2022: 1.5% FY2023: 5.6%	Consider surveying peers to determine average pay increases to maintain market competitiveness
Bilingual Pay	Not offered	Not offered by majority of peers. Respondents varied from \$1,000 - \$2,080 per year	Consider providing a bilingual pay supplement if a need for bilingual skills exists at the City
Education/Tuition Assistance	\$3,000 per year	\$1,500 - \$3,500 per year	No change
Sign-On Bonus	Not offered	Not offered by majority of peers. Respondents varied between \$250 - \$5,000 bonus	Consider offering sign-on bonuses for difficult to recruit jobs
Tool Allowance	Not offered	Not offered	No change
Hiring Rates – New Hire Pay Above Pay Range Minimum	Allows for hiring above pay range minimum if employee exceeds minimum requirements and funds are budgeted	Allows for hiring above pay range minimum if employee exceeds minimum requirements. Amounts vary: 10% - 20%	No change
Hiring Rates – Current Incumbent Pay Considered when Setting New Hire Pay	Supervisors review experience and pay of current employees	Internal equity between new and current employees is considered based on current salaries & related experience	No change
On-Call Pay	One hour of straight pay for every eight hours on call	One hour of straight pay for every seven to eight hours on call	No change
Shift Differentials (2 nd and 3 rd Shift)	2 nd Shift: 3% pay for employees working 4pm to 7am 3 rd Shift: Not offered	2 nd Shift: \$0.75 - \$1.50 per hour, hours vary 3 rd Shift: \$1.00 - \$1.50 per hour, hours vary	No change
Shift Differentials (Weekend and Holiday)	Not offered	Not offered	No change

Methodology

Workweek Adjustments

For City of Frederick non-exempt benchmark jobs, Segal adjusted peers' salary data whenever peers reported a job match with a differing workweek from the workweek for the City's benchmark job. This adjustment was calculated by dividing the City's work hours by the peer employer's pay schedule work hour's basis. The result is multiplied by the pay rate to obtain the adjusted rate. An example calculation of the adjustment is shown in **Table 6**.

Table 6
Workweek Adjustments

Peer Workweek	City of Frederick Workweek	Adjustment to Peer Salary Data
35	40	+14.3%
37.5	40	+6.7%

Geographic Adjustments

To adjust for geographic difference in the cost-of-labor between the City and other peer locations, Segal uses cost-of-labor differentials reported by the Economic Research Institute (ERI) for each peer location.

It is important to note that the cost-of-labor differentials do not necessarily reflect cost-of-living differences. ERI has found that cost-of-living differences (which reflect the supply and demand for goods and services) are not a good predictor of salary levels. In other words, while the cost of housing (or other goods and services) in Frederick, MD may differ from the cost of housing in another peer location by a certain percentage, the prevailing salaries may not differ by the same percentage. ERI emphasizes that – for adjusting salaries in a market study such as this one – the cost-of-labor differentials provide a more accurate method of determining whether employers are paying a competitive wage appropriate to a given geographic area. The geographic adjustments applied are shown in alphabetical order by comparator in **Appendix B – Detailed Market Data (Adjusted)**.

Market Competitiveness Definition

Segal defines a market competitiveness corridor, which is used to describe the City's relationship to the market.

- Figures shown in **red text** are less than 95% of the market average and are considered "below market"
- Figures shown in **black text** are between 95% and 105% of the market average and are considered "at market" or "market competitive"
- Figures shown in **blue text** are greater than 105% of the market average and are considered "above market"

Data Sufficiency Requirement

Segal uses the Department of Labor's Safe Harbor Guidelines to define data sufficiency reporting requirements. Benchmark jobs that have less than five job matches are excluded from overall competitiveness calculations.

Job Matching

Job matching was determined based on overall comparability to the City's benchmark survey job summary. It is important to keep in mind that 100% job matches are rare. Differences in size and organizational structure may result in dissimilarities among positions. In certain cases, Segal may have removed a matching title because the matching job is broader or narrower in terms of scope and complexity. Segal strives to identify positions that represent at least an 80% comparability in terms of scope of responsibilities and required qualifications. As part of our quality control efforts, we reviewed and reached out to peers to validate matching titles that seemed to be outliers or incorrect. If available, we requested and reviewed job descriptions provided by peers as part of our validation process.

Survey Document

Segal and the City developed a total compensation survey document, which was sent to peer organizations to populate. This survey document (see **Appendix A – Survey Document**) asks questions on compensation practices, pay supplements, paid leave benefits, health benefits, retirement benefits, and base pay ranges.

Data Sources

Peer Organizations

The City and Segal developed a list of ten (10) peer organizations, which is shown in **Table 7**. Segal received a response from six (6) peers and populated surveys on behalf of four (4) peers (shown in italic font), which represents a **100% response rate**.

Table 7
Peer Organizations

• Carroll County, MD	• <i>Frederick County, MD</i>	• Town of Leesburg, VA
• City of Gaithersburg, MD	• <i>Loudoun County, VA</i>	• <i>Washington County, MD</i>
• City of Hagerstown, MD	• <i>Maryland-National Capital Park and Planning Commission (Adelphi, MD)</i>	• Washington Suburban Sanitary Commission (Laurel, MD)
• City of Rockville, MD		

Published Data

Segal uses published data sources to represent the private sector market. The following published data sources were used:

CompAnalyst

CompAnalyst, owned and managed by Salary.com, compiles pay data from hundreds of published data sources for thousands of job titles, which is shared with subscribers through their online CompAnalyst tool. The database is updated quarterly and provides salary information for nearly any geographic area in the U.S. Data used in our analysis will reflect the 10th, 50th, and 90th percentiles of annual base wage rates in Frederick, MD as of July 2021.

Economic Research Institute

The ERI Salary Assessor compiles pay data from hundreds of published data sources for thousands of job titles. ERI updates the database quarterly and provides salary information for nearly any geographic area in the U.S. The information in this report reflects compensation data at the 10th, 50th, and 90th percentiles, applicable to Frederick, MD. The data was effective as of July 1, 2021.

PayFactors

PayFactors offers a proprietary database with compensation market ranges for more than 5,000 benchmark jobs. PayFactors compensation data is developed using commercially available compensation surveys, each of which complies with generally accepted principles and practices of WorldatWork and U.S. Department of Justice compensation survey standards. The information in this report reflects the 10th, 50th, and 90th percentiles for organizations that are geographically proximate to the Frederick, MD area. The data was effective as of July 1, 2021.

Benchmark Job Titles

The City and Segal developed a list of 87 benchmark job titles in 19 job families, as shown in **Table 8**. These benchmark titles represent **55%** of incumbents at the City.

Table 8
Benchmark Job Titles (Sorted by Job Family)

Benchmark Job Titles	
Accounting & Finance Job Family	
• Accountant	• Manager of Accounting
• Accounts Payable Specialist	• Payroll Administrator
• Director of Finance	
Administrative Job Family	
• Administrative Assistant	• Human Services Program Assistant
• City Clerk	• Records Specialist
• Front Desk Associate	
Airport Job Family	
• Airport Manager	
Communications Job Family	
• Communications Clerk	• Police Dispatcher
• Manager of Communications	• Video Producer
Economic Development Job Family	
• Director of Economic Development	
GIS and Mapping Job Family	
• GIS Technician	• Mapping Technician
Health Job Family	
• Licensed Practical Nurse	• Nurse Practitioner/Physician Assistant
Human Resources Job Family	
• Human Resources Generalist	• Training Coordinator
Information Technology Job Family	
• Helpdesk Technician	• Network Systems Administrator
• Manager of Information Technology	
Inspection and Code Enforcement Job Family	
• Chief Building Code Official	• Plumbing Inspector
• Electrical Inspector	• Senior Building Inspector
• Permits Technician	• Senior Electrical Inspector
Law Enforcement and Public Safety Job Family	
• Crime Analyst	• Manager of Risk Safety & Compliance
• Crime Scene Investigator	• Watchperson
• Evidence & Property Custodian	
Legal Job Family	
• Assistant City Attorney	• Paralegal

Benchmark Job Titles

Maintenance Job Family	
• Custodian	• Manager of Facilities
• Facilities Technician	• Supervisor of Equipment Maintenance
Materials Management Job Family	
• Manager of Purchasing	• Warehouse Coordinator
• Procurement Coordinator	
Parking Job Family	
• Manager of Parking	• Parking Meter Technician
Planning Job Family	
• Planner II	• Supervisor of Current Planning
Public Works Job Family	
• Crew Leader	• Refuse Collector
• Electrician Technician I	• Street Maintenance Technician II
• Electrician Technician IV	• Street Sweeping Technician II
• Equipment/Truck Driver Operator II	• Superintendent of Light/Signal
• General Tradesperson	• Superintendent of Sanitation
• Horticulturist	• Superintendent of Sewer & Storm Collections
• Manager of Engineering	• Superintendent of Wastewater Treatment
• Mechanical Technician II	• Superintendent of Water Treatment
• Operator I Wastewater Treatment	• Tree Technician II
• Operator II Water Treatment	• Utility Maintenance Technician II
• Operator IV Wastewater Treatment	• Waste Collection and Disposal Foreman
• Operator IV Water Treatment	• Wastewater Pretreatment Coordinator
• Plant Maintenance Technician II	• Water Foreman
• Pretreatment Technician	• Water Meter Technician III
Recreation Job Family	
• Deputy Director of Parks and Recreation	• Parks Superintendent
• Events Coordinator	• Recreation Program Coordinator
• Head Golf Professional/General Manager	
Social Work Job Family	
• Case Manager I	• Outreach Worker I
• Intake Worker	• Supervisor of Victim Services
• Manager of Energy Assistance Services	

Average Weighted Employer Annual Health Contribution Calculations

Segal calculated total health premiums, which combined contributions to the PPO medical plan¹ (the City’s most populous health plan), dental, and vision insurance premiums at each tier of coverage. Segal then calculated the average weighted employer annual health contribution for each tier of coverage using the City’s actual employee enrollment in the PPO plan, as in **Table 9**.

**Table 9
PPO Plan Enrollment**

Tier	Total Enrollees ²	Distribution %
Employee	102	34.6%
Employee + 1 Dependent	73	24.7%
Employee + 2 or More Dependents	120	40.7%

Total Employer Retirement Contribution Calculations

To calculate the retirement calculation amounts, Segal included employer contributions and/or matches to defined benefit plans, defined contribution plans, deferred compensation plans, and social security (OASDI and Medicare) as a percent of pay, as applicable. This calculation only includes contributions available to new employees.

¹ Prescription coverage was included with medical coverage for all peers. While the survey requested this information, there are no tables showing prescription coverage amounts.

² Enrollee count effective as of January 2021.

Findings

Base Pay

Overall

On an overall basis, Segal found that the City's pay ranges are below the market average at the pay range minimum, midpoint, and maximum, as shown in **Table 10**.

Table 10
City of Frederick, MD Overall Base Pay as % of the Market Average
Base Pay Range

	Minimum	Midpoint	Maximum	Actual Average Salary
Public Sector	89%	88%	87%	85%
Published Data Sources	88%	90%	89%	N/A
Overall Market Average	88%	88%	88%	85%

Market competitiveness varies from benchmark job to benchmark job. More details are shown in **Appendix B – Detailed Market Data**.

By Benchmark Job Title

On a benchmark-by-benchmark title basis, Segal found that:

- 0 benchmarks jobs were **above** the market average at the pay range midpoint
- 20 benchmark jobs were **competitive** with the market average at the pay range midpoint
- 50 benchmark jobs were **below** the market average at the pay range midpoint
- 17 benchmark jobs did not have enough matches to meet the data sufficiency requirement (five or more matches)

By Peer Organization

Table 11 shows the City's competitiveness with each peer organization at the pay range minimum, midpoint, and maximum, and the actual average salary.

Table 11
Overall Base Pay Competitiveness by Peer Organization

Peer Organization	Count of Matches (Out of 87)	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Average Salary
Carroll County, MD	61	100%	100%	100%	101%
City of Gaithersburg, MD	45	84%	86%	87%	79%
City of Hagerstown, MD	48	98%	105%	107%	85%
City of Rockville, MD	67	85%	88%	88%	78%
Frederick County, MD	61	93%	94%	95%	94%
Loudoun County, VA	49	102%	98%	96%	N/A
Maryland-National Capital Park and Planning Commission	35	111%	108%	106%	N/A
Town of Leesburg, VA	58	89%	88%	86%	72%
Washington County, MD	52	98%	100%	101%	N/A
Washington Suburban Sanitary Commission (MD)	38	77%	81%	83%	67%

Benchmark Job Titles by Job Family

Market competitiveness for each benchmark job title and job family are shown in **Table 12**.

Table 12
Overall Base Pay Competitiveness by Benchmark Job Title and Job Family

Job Family & Benchmark Title (Sorted Alphabetically by Job Family and Job Title)	Count of Matches (Out of 13 Max)	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Average Salary
Accounting & Finance Job Family					
Accountant	11	93%	95%	95%	113%
Accounts Payable Specialist	13	87%	88%	88%	87%
Director of Finance	13	87%	85%	82%	98%
Manager of Accounting	13	75%	75%	75%	93%
Payroll Administrator	11	80%	80%	80%	65%
Accounting & Finance Average		84%	84%	83%	92%
Administrative Job Family					
Administrative Assistant	12	98%	99%	99%	86%
City Clerk	4	N/A	N/A	N/A	N/A
Front Desk Associate	9	118%	97%	120%	64%
Human Services Program Assistant	1	N/A	N/A	N/A	N/A
Records Specialist	8	99%	100%	97%	77%
Administrative Average		103%	99%	103%	77%
Airport Job Family					
Airport Manager	4	N/A	N/A	N/A	N/A
Airport Average		N/A	N/A	N/A	N/A
Communications Job Family					
Communications Clerk	5	94%	97%	97%	125%
Manager of Communications	11	69%	68%	67%	59%
Police Dispatcher	8	92%	90%	90%	85%
Video Producer	8	91%	91%	92%	81%
Communications Average		82%	82%	81%	77%
Economic Development Job Family					
Director of Economic Development	8	99%	91%	88%	105%
Economic Development Average		99%	91%	88%	105%

Job Family & Benchmark Title (Sorted Alphabetically by Job Family and Job Title)	Count of Matches (Out of 13 Max)	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Average Salary
GIS and Mapping Job Family					
GIS Technician	13	88%	88%	88%	68%
Mapping Technician	7	94%	95%	96%	107%
GIS and Mapping Average		91%	91%	92%	86%
Health Job Family					
Licensed Practical Nurse	5	92%	97%	98%	91%
Nurse Practitioner/Physician Assistant	5	100%	101%	101%	N/A
Health Average		97%	100%	100%	160%
Human Resources Job Family					
Human Resources Generalist	11	89%	90%	90%	70%
Training Coordinator	9	75%	74%	72%	55%
Human Resources Average		82%	83%	81%	63%
Information Technology Job Family					
Helpdesk Technician	10	103%	105%	104%	79%
Manager of Information Technology	12	90%	90%	90%	91%
Network Systems Administrator	12	91%	91%	90%	83%
Information Technology Average		94%	94%	93%	85%
Inspection and Code Enforcement Job Family					
Chief Building Code Official	7	86%	86%	86%	142%
Electrical Inspector	8	90%	91%	91%	78%
Permits Technician	11	91%	91%	89%	87%
Plumbing Inspector	8	90%	91%	91%	93%
Senior Building Inspector	10	106%	105%	104%	134%
Senior Electrical Inspector	6	93%	94%	94%	121%
Inspection and Code Enforcement Average		92%	92%	92%	111%
Law Enforcement and Public Safety Job Family					
Crime Analyst	7	95%	94%	93%	71%
Crime Scene Investigator	5	80%	76%	77%	54%
Evidence & Property Custodian	5	81%	79%	78%	61%
Manager of Risk Safety & Compliance	10	87%	86%	85%	80%
Watchperson	6	97%	100%	102%	93%
Law Enforcement and Public Safety Average		87%	86%	86%	70%

Job Family & Benchmark Title (Sorted Alphabetically by Job Family and Job Title)	Count of Matches (Out of 13 Max)	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Average Salary
Legal Job Family					
Assistant City Attorney	11	86%	84%	83%	104%
Paralegal	12	80%	81%	80%	88%
Legal Average		84%	83%	82%	97%
Maintenance Job Family					
Custodian	13	92%	94%	94%	82%
Facilities Technician	13	96%	96%	96%	85%
Manager of Facilities	13	76%	75%	74%	59%
Supervisor of Equipment Maintenance	10	92%	92%	90%	105%
Maintenance Average		87%	87%	87%	81%
Materials Management Job Family					
Manager of Purchasing	11	76%	76%	75%	67%
Procurement Coordinator	12	92%	93%	92%	67%
Warehouse Coordinator	12	95%	96%	97%	105%
Materials Management Average		85%	85%	85%	75%
Parking Job Family					
Manager of Parking	1	N/A	N/A	N/A	N/A
Parking Meter Technician	2	N/A	N/A	N/A	N/A
Parking Average		N/A	N/A	N/A	N/A
Planning Job Family					
Planner II	12	100%	100%	98%	84%
Supervisor of Current Planning	7	87%	86%	84%	96%
Planning Average		93%	91%	90%	91%

Job Family & Benchmark Title (Sorted Alphabetically by Job Family and Job Title)	Count of Matches (Out of 13 Max)	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Average Salary
Public Works Job Family					
Crew Leader	10	90%	89%	88%	101%
Electrician Technician I	8	86%	87%	86%	N/A
Electrician Technician IV	8	79%	80%	80%	118%
Equipment/Truck Driver Operator II	13	96%	95%	94%	80%
General Tradesperson	12	93%	93%	92%	83%
Horticulturist	4	N/A	N/A	N/A	N/A
Manager of Engineering	11	89%	89%	88%	91%
Mechanical Technician II	13	82%	83%	83%	69%
Operator I Wastewater Treatment	9	88%	88%	86%	73%
Operator II Water Treatment	8	80%	83%	84%	72%
Operator IV Wastewater Treatment	10	81%	84%	85%	64%
Operator IV Water Treatment	7	78%	82%	85%	78%
Plant Maintenance Technician II	5	93%	91%	90%	102%
Pretreatment Technician	0	N/A	N/A	N/A	N/A
Refuse Collector	3	N/A	N/A	N/A	N/A
Street Maintenance Technician II	6	95%	95%	95%	79%
Street Sweeping Technician II	3	N/A	N/A	N/A	N/A
Superintendent of Light/Signal	2	N/A	N/A	N/A	N/A
Superintendent of Sanitation	6	98%	100%	100%	86%
Superintendent of Sewer & Storm Collections	5	82%	83%	83%	61%
Superintendent of Wastewater Treatment	7	81%	80%	79%	97%
Superintendent of Water Treatment	7	83%	82%	81%	94%
Tree Technician II	5	105%	105%	103%	N/A
Utility Maintenance Technician II	7	83%	87%	90%	88%
Waste Collection and Disposal Foreman	4	N/A	N/A	N/A	N/A
Wastewater Pretreatment Coordinator	1	N/A	N/A	N/A	N/A
Water Foreman	5	74%	79%	83%	94%
Water Meter Technician III	6	89%	91%	91%	89%
Public Works Average		86%	87%	87%	86%

Job Family & Benchmark Title (Sorted Alphabetically by Job Family and Job Title)	Count of Matches (Out of 13 Max)	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Average Salary
Recreation Job Family					
Deputy Director of Parks and Recreation	8	103%	101%	99%	89%
Events Coordinator	10	99%	99%	98%	76%
Head Golf Professional/General Manager	4	N/A	N/A	N/A	N/A
Parks Superintendent	6	93%	91%	90%	93%
Recreation Program Coordinator	9	79%	66%	65%	52%
Recreation Average		96%	92%	91%	81%
Social Work Job Family					
Case Manager I	6	79%	81%	82%	87%
Intake Worker	2	N/A	N/A	N/A	N/A
Manager of Energy Assistance Services	2	N/A	N/A	N/A	N/A
Outreach Worker I	1	N/A	N/A	N/A	N/A
Supervisor of Victim Services	3	N/A	N/A	N/A	N/A
Social Work Average		79%	81%	82%	87%

Pay Practices

Tables 1.a through 1.I in Appendix C – Pay Policies, Paid Leave, Benefits, and Retirement Tables detail characteristics of peer organizations' compensation practices.

Pay Schedule Design

The majority of peer organizations use either a grade and step structure or an open range structure (grades with no steps), which aligns with the City's practice of using an open range structure. As shown in **Table 1.a**, eight (8) peer organizations indicated that they use a grade and step structure, seven (7) peer organizations indicated using an open range structure, and one (1) peer organization indicate that they use no range/flat rates. Six (6) peer organizations reported using multiple pay schedule designs.

Employee Pay Progression

Most peer organizations indicate that longevity, merit/performance, and budget are the predominant drivers of employee pay progression, which is consistent with the City's practice. Five (5) peer organizations indicated that employee's progress through the pay structure based on longevity, five (5) reported using performance/merit, two (2) reported using market data, and five (5) peer organizations reported using the budget process. The City reported merit/performance and the budget process as the drivers of employee pay progression. Details are shown in **Table 1.b**.

Pay Schedule Adjustment

Most peer organizations reported using Consumer Price Index (or some other Economic index), the budget process, and/or the collective bargaining process to make adjustments to pay schedules. The City reported using the Consumer Price Index to adjust pay schedules, which is consistent with peer organizations. As shown in **Table 1.c**, five (5) peer organizations reported using market data to adjust pay schedules; seven (7) peer organizations reported using the consumer price index; seven (7) peer organizations reported using the budget process; and three (3) peer organizations reported using the collective bargaining process to make pay schedule adjustments.

Base Pay Increases for FY2021-2023

For the period of FY2021 through FY2023, peer organizations reported base pay increase rates varying from 0.00% to 5.6%, with a FY2021 average of 0.7%, FY2022 average of 1.5%, and anticipated FY2023 (anticipated) average of 5.6%. Several peer organizations indicated that the FY23 rates were not yet known. The City reported increases of 1.2% and 2.6% in FY2021 and FY2022, respectively, which is above the survey average, and FY23 rates were not yet known. Details are shown in **Table 1.d**.

Bilingual Pay

Three (3) peer organizations offer bilingual pay which varies from a low of \$1,000 per year up to a maximum of \$2,080 per year. Some level of proficiency must be demonstrated in order to qualify for the additional compensation. The City does not offer this form of additional compensation. Details are shown in **Table 1.e**.

Education/Tuition Assistance

The majority of peer organizations offer employees tuition assistance with amounts that vary from \$1,500 per year to \$3,500 per year, with an average annual amount of \$2,643. The City also offers this benefit and pays above the average amount as shown in **Table 1.f**.

Sign-On Bonus

The majority of peer organizations do not provide sign on bonuses as shown in **Table 1.g**. Of the three (3) organizations that provide a sign on bonus, the amounts ranged from \$250 up to \$5,000 depending on the position and starting credentials. The City does not offer a sign-on bonus.

Tool Allowance

Only one (1) peer reported offering tool allowance, with an amount of \$237 per year. The City does not offer a tool allowance, which is consistent with the market, as shown in **Table 1.h**.

Hiring Rates

Four (4) peer organizations have a policy or practice regarding starting new employees above the pay range minimum and six (6) peers consider current incumbents salaries to determine a new employees starting rate. The City also has these policies and practices. Details can be found in **Table 1.i**.

On-Call Pay

Seven (7) peer organizations reported offering on-call pay, which the City also offers. The payout schemes vary, as shown in **Table 1.j**.

Shift Differentials (2nd and 3rd Shift)

The majority of peer organizations provide a shift differential for second and third shifts. Amounts and hours vary as shown in **Table 1.k**. The City only provides a second shift differential that varies, but does not offer a third shift differential.

Shift Differentials (Weekend and Holiday)

Three (3) peer organizations offer a weekend differential with only two (2) peer organizations offering a holiday shift differential. The City does not provide a weekend shift differential or holiday differential. Details are shown in **Table 1.I**.

Paid Time Off Benefits

Segal collected market information on paid leave programs for employees, which included:

- Paid Leave System Type and Eligibility
- Accrual and Cash-out of Vacation/PTO
- Accrual and Cash-out of Sick Leave
- Holidays
- Personal Leave
- Bereavement Leave
- Jury Duty Leave
- Volunteerism
- Compensatory Time

Figure 4 and **Tables 2.a through 2.j** in **Appendix C – Pay Policies, Paid Leave, Benefits, and Retirement Tables** provide additional details.

Paid Leave System and Eligibility

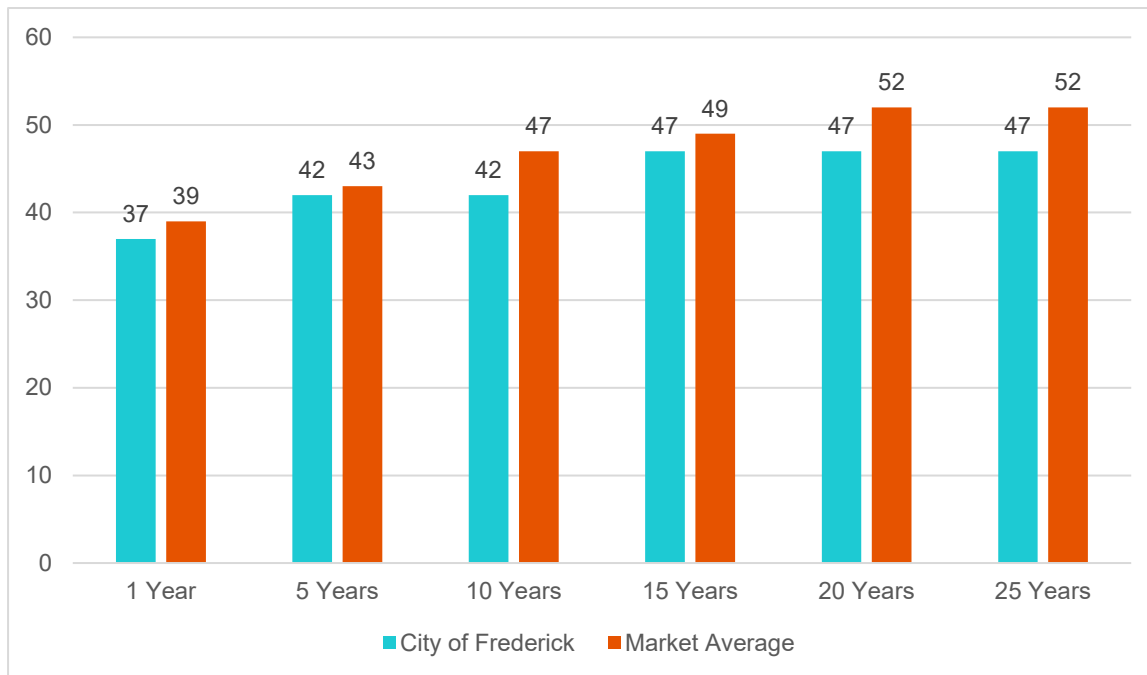
As shown in **Table 2.a**:

- All of the peer organizations use a traditional leave system, as opposed to a Paid Time Off system, which combines vacation and sick leave.
- Seven (7) peers and the City all use leave system where employees accrue leave over time, as opposed to being granted leave upfront
- Four (4) peers reported requiring employees to complete a probationary period before they can begin to use leave benefits, while three (3) peers reported allowing employees to use leave benefits immediately. The City requires a probationary period.

Total Paid Leave

Figure 4 shows that the City's total leave offerings (which include vacation, sick leave, holidays, and personal/floating holidays) are slightly below the market average over a 25-year career. More information is available in **Table 2.b**.

Figure 4
Total Paid Leave Days at 1, 5, 10, 15, 20, and 25 Years of Service



Vacation Leave

- **Table 2.c** shows the annual vacation accrual for each peer organization for each year of service from 1-25 years. Over the course of a 25-year career, the City's vacation offerings are slightly above the market average.
- As shown in **Table 2.d**, the City and all of the responding peer organizations allow for carryover of vacation days. The City's carryover allowance (30 days per year) is slightly below the market average (35 days).
- Most peer organizations allow vacation cash-out at year-end, termination, and/or retirement, as shown in **Table 2.e**.

Sick Leave

- **Table 2.f** shows the annual sick leave accrual for each peer organization. The City's sick leave allotment (12 days) is slightly below the market average (15 days).
- As shown in **Table 2.g**, the City and all of the responding peer organizations allow for carryover of sick leave days, with all reporting unlimited carryover.
- Five (5) peer organizations allow sick leave cash-out at year-end, termination, and/or retirement, as shown in **Table 2.h**. Cash-out options vary.

Other Leave Benefits

Table 2.i show data relating to holidays, personal days, bereavement days, jury duty days, and volunteerism days.

- The City's holiday offerings (10 days) are slightly below the market average (12 days).
- The City's personal (2 days), bereavement (3 days), jury duty (unlimited), and volunteerism (0 days) leave offerings are aligned with the market.

Compensatory Time

As shown in **Table 2.j**, three (3) peer organizations offer compensatory time to exempt employees, with one (1) peer allowing compensatory time to rollover from year to year, while the other two (2) cap compensatory time annually. The City offers compensatory time to exempt employees and caps the amount annually.

Health Benefits

Segal collected data on the prevalence and cost on health benefits offered by peer organizations, which can be found in **Tables 3.a through 3.p** in **Appendix C – Pay Policies, Paid Leave, Benefits, and Retirement Tables**.

Medical, Dental, and Vision Premiums

Table 3.a through 3.n shows the premium contributions and cost sharing arrangements for medical, dental, and vision benefits.

- **Table 3.a** shows the weighted employer annual health contribution. The City's annual contribution is slightly below the market average on a weighted basis.
- **Table 3.b** shows the monthly total health premium contributions for employer and employee by each tier of coverage. The City's contribution to total health premiums is slightly above the market at the employee only and employee plus one tiers, and slightly below the market average at the family tier of coverage.
- **Table 3.c** shows the monthly total health premium cost sharing ratio for employer and employee by each tier of coverage. The City contributes less on a percentage basis than the market average at all three tiers of coverage.
- The City's contribution to PPO premiums is slightly above the market at the employee only and employee plus one tiers, and slightly below the market average at the family tier of coverage, as shown in **Table 3.d**.
- The City contributes less to PPO premiums on a percentage basis than the market average at all three tiers of coverage, as shown in **Table 3.e**.
- **Tables 3.f and 3.g** shows the employer and employee costs and cost sharing for HMO plans. The City does not offer an HMO plan.
- The City's contributions to the HDHP plan is slightly below the market average, as shown in **Table 3.h**. Note that only one (1) peer reported offering an HDHP plan.
- **Table 3.i** shows that the City's contribution on a percentage basis to HDHP premiums was below the market average at all three tiers of coverage.
- The City's HRA/HSA contributions are greater than the market average, as shown in **Table 3.j**.
- The City makes no contribution to dental premiums, which is less than the market average, as shown in **Table 3.k**.
- **Table 3.l** shows the average cost sharing arrangement for dental plans. The City's contribution (0%) was less than the market average.
- The City does not contribute to vision premiums, which is slightly below the market average on a dollar contribution and percentage basis, as shown in **Tables 3.m and 3.n**.

Retiree Health Contributions

Six (6) peer organizations reported making contributions to retiree medical premiums. Contributions vary by plan type, as shown in **Table 3.o**. The City also reported making contributions to retiree medical premiums.

- Five (5) peers reported contributions to prescription premiums
- Three (3) peers reported contributions to dental premiums
- Three (3) peers reported contributions to vision premiums

New Employee Benefit Waiting Period

Four (4) peers reported that new employees must complete a waiting period (typically 30 days) before they are eligible to join the medical plan, as shown in **Table 3.p**.

Retirement Contributions

Tables 4.a through 4.e in Appendix C – Pay Policies, Paid Leave, Benefits, and Retirement Tables show data relating to retirement contributions.

The City's total employer contributions to retirement benefits are comparable to the market average, as shown in Table 13. Details are shown in Table 4.a.

Table 13
Total Annual Employer Retirement Contributions (as a % of Pay)

City of Frederick	Market Average
13.52%	15.84%

Defined Benefit (Pension) Plan

All peer organizations reported offering a defined benefit (pension) plan to new employees except for one (1) organization.

- Employer normal cost contributions range from 4.17% to 11.65% with an average of 7.54%. The City's employer normal cost contribution is 5.87%.
- Peer organization employee contributions to defined benefit plans varied from 3.00% to 7.00%. Employees of the City contribute 5.00% of pay, which is slightly below the market average of 5.51%.

Additional contribution details are shown in Table 4.b.

Defined Benefit (Pension) Plan Vesting and Normal Retirement Eligibility

Most peers reported a 5-year vesting period for the pension plan, with one peer reporting a 3-year vesting period, and several peers reporting a 10-year vesting period. The City also reported a 10-year vesting period. Table 4.c shows the vesting period and normal retirement definitions for each peer.

Defined Contribution Plans

Five (5) peer organizations reported offering a defined contribution plan, with employer contributions varying from 0.00% to 8.00%. The City does not offer a defined contribution plan. Additional data is shown in Table 5.c.

Deferred Compensation Plans

All ten (10) peer organizations reported offering a 457 plan, with only one (1) contributing to the plan. The City also offers a deferred compensation plan, but does not contribute, as shown in Table 5.d.

Total Compensation

Overall Competitiveness

Segal found that the City’s competitiveness with the market average remains mostly unchanged when accounting for total compensation (which includes base pay plus employer contributions to retirement and medical benefits), as shown in **Table 14**.

Table 14
City of Frederick, MD Overall Total Compensation as % of the Market Average

	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Average Salary
Overall Market Average	89%	88%	88%	85%

By Benchmark Job Title

When looking at total compensation, among the 87 benchmark job titles:

- 0 benchmark jobs were **above** the market average at the pay range midpoint
- 16 benchmark jobs were **competitive** with the market average at the pay range midpoint
- 54 benchmark jobs were **below** the market average at the pay range midpoint
- 17 benchmark jobs did not have enough matches to meet the data sufficiency requirement (5 or more matches)

Recommendations

Prevailing Market Practices and Recommendations

Table 15 shows the prevailing market practices and recommendations associated with section, which includes pay practices, paid time off benefits, health benefits, and retirement benefits.

Table 15
Prevailing Market Practices and Recommendations

Survey Question	City of Frederick, MD	Prevailing Market Practice	Market Lead Recommendation
PAY PRACTICES			
Pay Schedule Design	Open range	Open range and grade and step	No change
Employee Pay Progression	Merit/performance and budget process	Longevity, merit/performance, and budget process	No change
Pay Schedule Adjustment	CPI (or other index)	CPI, budget process, and collective bargaining process	No change
Base Pay Increases for FY 2021-2023	FY2021: 1.2% FY2022: 2.6% FY2023: TBD	FY2021: 0.7% FY2022: 1.5% FY2023: 5.6%	Consider surveying peers to determine average pay increases to maintain market competitiveness
Bilingual Pay	Not offered	Not offered by majority of peers. Respondents varied from \$1,000 - \$2,080 per year	Consider providing a bilingual pay supplement if a need for bilingual skills exists at the City
Education/Tuition Assistance	\$3,000 per year	\$1,500 - \$3,500 per year	No change
Sign-On Bonus	Not offered	Not offered by majority of peers. Respondents varied between \$250 - \$5,000 bonus	Consider offering sign-on bonuses for difficult to recruit jobs
Tool Allowance	Not offered	Not offered	No change
Hiring Rates – New Hire Pay Above Pay Range Minimum	Allows for hiring above pay range minimum if employee exceeds minimum requirements and funds are budgeted	Allows for hiring above pay range minimum if employee exceeds minimum requirements. Amounts vary: 10% - 20%	No change
Hiring Rates – Current Incumbent Pay Considered when Setting New Hire Pay	Supervisors review experience and pay of current employees	Internal equity between new and current employees is considered based on current salaries & related experience	No change
On-Call Pay	One hour of straight pay for every eight hours on call	One hour of straight pay for every seven to eight hours on call	No change
Shift Differentials (2 nd and 3 rd Shift)	2 nd Shift: 3% pay for employees working 4pm to 7am 3 rd Shift: Not offered	2 nd Shift: \$0.75 - \$1.50 per hour, hours vary 3 rd Shift: \$1.00 - \$1.50 per hour, hours vary	No change
Shift Differentials (Weekend and Holiday)	Not offered	Not offered	No change

Survey Question	City of Frederick, MD	Prevailing Market Practice	Market Lead Recommendation
PAID TIME OFF BENEFITS			
Paid Leave System	Vacation (Traditional)	Vacation (Traditional)	No change
Allocation of Paid Leave (Accrued Over Time or Given Upfront)	Accrued over time	Accrued over time	No change
Employee Eligibility for Leave	New employees must complete probationary period	Split evenly between requiring employee probation period and allowing new employees to use leave immediately	No change
Vacation Accrual	495 vacation days over 25 years of service	485 vacation days over 25 years of service	No change
Vacation Carryover	Carry over available, up to 30 days	Carry over available, up to 35 days	Consider increasing carryover allotments to be competitive with the market
Vacation Cash-Out	Cash out available Days at year end: 0 Days upon Termination: Unlimited Days at retirement: Unlimited	Cash out available Days at year end: 0 Days upon Termination: Unlimited Days at retirement: Unlimited	No change
Sick Leave Accrual	12 days per year	15 days per year	Consider increasing sick leave day accrual to be competitive with the market
Sick Leave Carryover	Carry over available, unlimited days	Carry over available, unlimited days	No change
Sick Leave Cash-Out	Cash out not available Accrued sick leave is counted as service towards pension for retiring employees	Cash out available Days at year end: 0 Days upon Termination: 0 Days at retirement: 25% of accrued days	No change
Other Leave Benefits	Holidays: 10 days Personal Days: 2 days Bereavement: 3 days Jury Duty: N/A Volunteerism: 0 days	Holidays: 12 days Personal Days: 2 days Bereavement: 3 days Jury Duty: Unlimited Volunteerism: 0 days	No change
Exempt Employee Compensatory Time	Compensatory time is offered to exempt employees Time	Majority of peers do not provide compensatory time to exempt employees.	No change
Yearend Compensatory Time Paid Out, Capped, or Allowed to Roll Over	Capped	N/A	No change

Survey Question	City of Frederick, MD	Prevailing Market Practice	Market Lead Recommendation
HEALTH BENEFITS			
Total Weighted Monthly Employer Health Plan Cost	\$1,384	\$1,422	No change
Total Health Cost Sharing Arrangement (ER/EE Split)	Employee Only Tier: 73% ER/ 27% EE Employee Plus Spouse Tier: 73% ER/ 27% EE Employee Plus Family Tier: 73% ER/ 27% EE	Employee Only Tier: 81% ER/ 19% EE Employee Plus Spouse Tier: 80% ER/ 20% EE Employee Plus Family Tier: 79% ER/ 21% EE	Consider contributing a higher portion of health plan premiums to be competitive with the market
Retiree Health Benefits	Makes contributions to retiree health plans	Makes contributions to retiree health plans	No change
Waiting Period for New Employees to Join Medical Plan	Yes, 30 days	Yes, 30 days	No change
RETIREMENT BENEFITS			
Total Employer Retirement Contribution ³	13.52%	15.84%	No change
Employer Contributions to Normal Cost - Defined Benefit/Pension Plan	5.87%	7.54%	No change
Defined Benefit/Pension Plan Vesting Period	10 years	7 years (average)	No change
Defined Benefit/Pension Plan – Normal Retirement Eligibility	Age + Years of Service = 90	Formula varies	No change
Employer Contributions to Defined Contribution Plans	No contribution	Majority of peers do not contribute to defined contribution plans	No change
Employer Contributions to Deferred Compensation Plans	No contribution	Majority of peers do not contribute to deferred compensation plans	No change

³ Total employer retirement contribution calculations include contributions/matches to defined benefit, defined contribution, deferred compensation, Social Security, and Medicare contributions.

Current and Proposed Salary Structures

Current Salary Structure

The City's current salary structure for general employees consists of 18 grades in an open range structure. Each grade has a pay range width of 60% and differentials of 8% between pay grades (i.e. midpoint differential), as shown in **Table 16**. The City uses a separate structure for part-time and seasonal positions.

Table 16
Current City of Frederick Pay Structure

Grade	Minimum	Midpoint	Maximum	Pay Range Width⁴	Midpoint Differential⁵
1	\$28,411	\$36,947	\$45,482	60%	- -
2	\$30,692	\$39,905	\$49,117	60%	8%
3	\$33,146	\$43,102	\$53,058	60%	8%
4	\$35,782	\$46,532	\$57,281	60%	8%
5	\$38,648	\$50,256	\$61,863	60%	8%
6	\$41,746	\$54,287	\$66,828	60%	8%
7	\$45,072	\$58,625	\$72,177	60%	8%
8	\$48,682	\$63,309	\$77,936	60%	8%
9	\$52,572	\$68,377	\$84,181	60%	8%
10	\$56,794	\$73,854	\$90,913	60%	8%
11	\$61,324	\$79,753	\$98,182	60%	8%
12	\$66,239	\$86,139	\$106,039	60%	8%
13	\$71,538	\$93,038	\$114,537	60%	8%
14	\$77,245	\$100,473	\$123,700	60%	8%
15	\$83,440	\$108,510	\$133,579	60%	8%
16	\$90,119	\$117,198	\$144,277	60%	8%
17	\$97,311	\$126,566	\$155,821	60%	8%
18	\$105,093	\$136,689	\$168,285	60%	8%

⁴ Pay range width is the percentage difference between the pay range maximum and the pay range minimum as a percent of the pay range minimum

⁵ Midpoint differential is the percentage difference between one pay grade midpoint and the midpoint of the next pay grade

Proposed Salary Structure

The structure proposed by Segal, shown in **Table 17**, achieves the following:

- Aligns the minimum for pay grade 1 with the anticipated 2025 minimum wage of \$15.00 per hour (annualized to \$31,200)
- Accommodates the market data
- Maintains the current number of pay grades, existing pay range widths, and midpoint differentials

Table 17
Proposed City of Frederick Pay Structure

Grade	Minimum	Midpoint	Maximum	Pay Range Width ⁶	Midpoint Differential ⁷
1	\$31,200	\$40,560	\$49,920	60%	--
2	\$33,696	\$43,805	\$53,914	60%	8%
3	\$36,392	\$47,309	\$58,227	60%	8%
4	\$39,303	\$51,094	\$62,885	60%	8%
5	\$42,447	\$55,181	\$67,916	60%	8%
6	\$45,843	\$59,596	\$73,349	60%	8%
7	\$49,510	\$64,364	\$79,217	60%	8%
8	\$53,471	\$69,513	\$85,554	60%	8%
9	\$57,749	\$75,074	\$92,398	60%	8%
10	\$62,369	\$81,080	\$99,790	60%	8%
11	\$67,358	\$87,566	\$107,774	60%	8%
12	\$72,747	\$94,571	\$116,395	60%	8%
13	\$78,567	\$102,137	\$125,707	60%	8%
14	\$84,852	\$110,308	\$135,764	60%	8%
15	\$91,640	\$119,133	\$146,625	60%	8%
16	\$98,972	\$128,663	\$158,355	60%	8%
17	\$106,889	\$138,956	\$171,023	60%	8%
18	\$115,441	\$150,073	\$184,705	60%	8%

Cost Implications of Implementing Proposed Salary Structure

The implementation costing analysis is ongoing and will be provided under separate cover.

⁶ Pay range width is the percentage difference between the pay range maximum and the pay range minimum as a percent of the pay range minimum

⁷ Midpoint differential is the percentage difference between one pay grade midpoint and the midpoint of the next pay grade

Appendix A – Survey Document

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Benchmark Job Summaries	A-16
Base Salary Data	A-21

**City of Frederick, MD
Total Compensation Survey - 2021**

GENERAL INFORMATION			
Organization Name			
Name			
Title			
Email			
Phone			
Address 1			
Address 2			
City		State	Zip
BACKGROUND INFORMATION			
Full-Time Equivalent Employees (FTEs) as of 7/1/2021			
Wages & Salaries Budget (FY2022)			
<p>Survey Instructions:</p> <p>This survey covers pay policies, practices, benefits and salaries.</p> <p>Tab 1 contains questions regarding pay practices information</p> <p>Tab 2 contains questions regarding paid leave provisions</p> <p>Tab 3 contains questions regarding health benefits</p> <p>Tab 4 contains questions regarding retirement benefits</p> <p>Tab 5 contains a list of job titles and job summaries</p> <p>Tab 6 contains a form to provide your organization's matching salary information for general employees</p> <p align="center">PLEASE RETURN COMPLETED SURVEY BY <u>FRIDAY, AUGUST 13th, 2021.</u></p> <p align="center">For all questions or inquiries, please contact: Greg Saylor, Associate Consultant (202) 617-1867 gsaylor@segalco.com</p>			

**City of Frederick, MD
Total Compensation Survey - 2021**

Instruction: Please answer each question below, as applicable.

PAY PLAN/PAY SCHEDULE INFORMATION

1. What type(s) of pay plan(s) cover the job titles in your organization? Place an X in all applicable boxes.

Grade and Step

Grades, No Steps (Range minimums and maximums only)

No Ranges (flat rates only)

Please provide any additional information regarding the pay plans used below (for example - differences among job titles).

2. How do employees progress through the pay range for their current job title? Place an X in all applicable boxes.

Longevity or time in job increases

Merit/Performance Increases (varies by performance rating)

Market Data Adjustments

Cost of living (CPI) adjustments, General Wage Increases (GWI) or some other index; please specify

Budget process / financial ability

Please provide any additional information regarding pay adjustments below (for example - differences among job titles).

**City of Frederick, MD
Total Compensation Survey - 2021**

3. Which of the following do you use to adjust pay ranges/schedules? Place an X in all applicable boxes.

Market Data

Cost of living (CPI) adjustment, General Wage Increase (GWI) or some other index; please specify

Budget process / financial ability

Collective Bargaining Agreement

Please provide any additional information regarding pay adjustments below (for example - differences among job titles).

4. Please indicate the pay plan increases (%) scheduled for each fiscal year. If unknown, please write "unknown."

FY2021

FY2022

Anticipated FY2023

--	--	--

Please provide any additional information regarding pay plan and pay plans below.

5. Does employee pay increase by the same amount when the pay structure amounts are increased? Please indicate "Yes" or "No."

[Please Select]

**City of Frederick, MD
Total Compensation Survey - 2021**

SUPPLEMENTAL PAY

6. Does your organization provide additional pay/allowances/stipends/reimbursements for any of the following?

	Yes or No?	If Yes, Amount (\$ or %)?	Additional Information
Bi-lingual Pay	[Please Select]		
Education/Tuition Assistance/Reimbursement	[Please Select]		
Sign On Bonus	[Please Select]		
Tool Allowance	[Please Select]		

Please provide any additional comments regarding other supplemental pay.

PAY POLICIES

7. Does your organization have a policy/practice regarding starting new employees above the pay range minimum salary that is commensurate with their years of related experience, education, and/or licenses/certifications?

[Please Select]

If yes, please describe your practice/policy below (or attach a copy of written policy with your survey response.)

**City of Frederick, MD
Total Compensation Survey - 2021**

8. When setting the salary for new employees, do you consider the salaries of current incumbents to determine the new employee's starting pay rate?

[Please Select]

If yes, please describe your practice/policy below (or attach a copy of written policy with your survey response.)

9. Does your organization provide standby/on-call pay to employees? (e.g. Facilities and custodial employees are paid 1/10th their regular hourly rate for each hour on call, etc.)

[Please Select]

If yes, please describe your practice/policy below (or attach a copy of written policy with your survey response.)

10. If your organization provides shift differentials, please provide information about your policy below.

	Applicable Employee Group	Amount (% of Base Pay or \$ Per Hour)	Applicable Hours (e.g. 8pm to 4am)
2nd Shift			
3rd Shift			
Weekend			
Holidays			

**City of Frederick, MD
Total Compensation Survey - 2021**

**Please provide responses to Paid Leave Provision questions as they relate to employees in the job titles on the General Benchmark Summaries tab.
Please provide responses applicable to new employees hired after 7/1/2021.**

Paid Leave Provision Definitions:

Traditional paid time off program: A paid time off program whereby each eligible employee is allocated a certain number of paid days in separate categories, such as vacation, personal, sick, etc.

PTO bank-type program: A paid time off program whereby paid vacation, personal leave, sick, etc. is combined into one category of available time off that the employee manages within certain employer guidelines.

PAID LEAVE PROVISIONS

1. Using the paid leave provision definitions above, please select the applicable paid leave program given by your organization.

[Please Select]

1b. Indicate the number of accrued days per year for the following years of service:

If your organization offers unlimited days, please indicate "unlimited" for the number of days.

Completed Years of Service	Please select a paid leave program in Question 1 above	Please select a paid leave program in Question 1 above
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		

**City of Frederick, MD
Total Compensation Survey - 2021**

17
18
19
20
21
22
23
24
25
25+

2. How do employees receive their vacation/PTO days? Is time given upfront, or is it accrued over time?

[Please Select]

3. Can new employees use vacation/PTO days immediately or do they need to complete a probationary period?

[Please Select]

4. Can employees carry-over unused vacation/PTO days? (Yes/No)

[Please Select]

5. If "Yes," what is the maximum number of days that are "bankable"? If there is no limit, please write "unlimited."

Days

6. Can employees cash-out unused vacation/PTO leave days? (Yes/No)

[Please Select]

7. If "Yes," enter the maximum number of days an employee can cash out at the events listed below. If there is no limit, please write "unlimited."

At Year End

Days

At Termination

Days

At Retirement

Days

Use the space below for any additional comments regarding vacation/PTO accrual, carry-over, or cash-out

City of Frederick, MD
Total Compensation Survey - 2021

SICK LEAVE

8. Can employees carry-over unused sick leave days? (Yes/No)

[Please Select]

9. If "Yes," enter the maximum number of "bankable" days into the space provided. If there is no limit, please write "unlimited."

Days

10. Can employees cash-out unused sick leave days? (Yes/No)

[Please Select]

11. If "Yes," enter the maximum number of days an employee can cash out at the events listed below. If there is no limit, please write "unlimited."

At Year End

Days

At Termination

Days

At Retirement

Days

Use the space below for any additional comments regarding sick leave accrual, carry-over, or cash-out.

OTHER LEAVE

12. How many paid holidays (in days) do employees receive each year?

Days

13. How many personal days or floating holidays (in days) do employees receive each year (in addition to paid holidays, vacation, and sick leave)?

Days

14. Does your organization offer paid leave for volunteerism?

Days

15. How many days (if any) does your organization offer employees for bereavement leave?

Days

City of Frederick, MD
Total Compensation Survey - 2021

16. How many days (if any) does your organization offer employees for jury duty leave?

Days

Use the space below for any additional comments regarding other types of paid leave.

COMPENSATORY TIME

17. Do you allow exempt employees to earn compensatory time? (Yes/No)

[Please Select]

18. If yes, is it paid out, capped, or allowed to roll over fiscal years?

[Please Select]

Use the space below for any additional comments regarding compensatory time for exempt employees.

**City of Frederick, MD
Total Compensation Survey - 2021**

Please answer the following questions regarding your medical, dental, and vision plans based on the **benefits for employees hired on or after 7/1/2021**.

If you offer more than one plan enter the requested information for the **most populous plan** under each plan type (e.g. PPO, HMO, HDHP, etc.).

ACTIVE EMPLOYEE HEALTH BENEFIT INFORMATION

MEDICAL PLANS

1a. Is there a waiting period for new employees to join the medical plan? (e.g. New hires are eligible after 90 days) (Yes/No)

[Please Select]

1b. If yes, what is the waiting period?

2. MOST POPULATED Preferred Provider Organization (PPO) Plan:

Medical Plan Name:

Does your organization offer the following tiers of medical coverage (Yes/No):

Employer Contribution to Monthly Premiums: (\$)

Employee Contribution to Monthly Premiums: (\$)

EE Only	EE + 1	Family
[Please Select]	[Please Select]	[Please Select]

3. MOST POPULATED Health Maintenance Organization (HMO) Plan:

Medical Plan Name:

Does your organization offer the following tiers of medical coverage (Yes/No):

Employer Contribution to Monthly Premiums: (\$)

Employee Contribution to Monthly Premiums: (\$)

EE Only	EE + 1	Family
[Please Select]	[Please Select]	[Please Select]

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4. MOST POPULATED High Deductible Health Plan (HDHP) Plan:

Medical Plan Name:

Does your organization offer the following tiers of medical coverage (Yes/No):

Employer Contribution to Monthly Premiums: (\$)

Employee Contribution to Monthly Premiums: (\$)

EE Only	EE + 1	Family
[Please Select]	[Please Select]	[Please Select]

5. ANNUAL Employer Contribution (\$) to Health Savings Account (HSA) or Health Reimbursement Account (HRA)

Annual
Employer

EE Only	EE + 1	Family

ADDITIONAL MEDICAL-RELATED PLANS

6. MOST POPULATED Prescription Drug Plan:

Do the medical plans above include prescription drug coverage? (Yes/No)

[Please Select]

If "No" please provide the following:

Prescription Drug Plan Name:

Does your organization offer the following tiers of medical coverage (Yes/No):

Employer Contribution to Monthly Premiums: (\$)

Employee Contribution to Monthly Premiums: (\$)

EE Only	EE + 1	Family
[Please Select]	[Please Select]	[Please Select]

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7. MOST POPULATED Dental Plan

Dental Plan Name:

Does your organization offer the following tiers of medical coverage (Yes/No):

Employer Contribution to Monthly Premiums: (\$)

Employee Contribution to Monthly Premiums: (\$)

EE Only	EE + 1	Family
[Please Select]	[Please Select]	[Please Select]

8. MOST POPULATED Vision Plan

Vision Plan Name:

Does your organization offer the following tiers of medical coverage (Yes/No):

Employer Contribution to Monthly Premiums: (\$)

Employee Contribution to Monthly Premiums: (\$)

EE Only	EE + 1	Family
[Please Select]	[Please Select]	[Please Select]

If benefits differ for employee groups, please identify those differences below:

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RETIREE HEALTH BENEFIT INFORMATION

9a. Do you contribute to Retiree Health Insurance Premiums? (Yes/No)

[Please Select]

9b. If yes, please provide contribution information below:

Plan Type	Do you contribute to this plan type for retirees? (Yes/No)	Contribution Amount - Monthly Employer Amounts (\$) or Cost Sharing Percentage (%)
PPO Plans	[Please Select]	
HMO Plans	[Please Select]	
HDHP Plans	[Please Select]	

9c. If yes, does this contribution include prescription, dental, and/or vision coverage?

Prescription Coverage [Please Select]

Dental Coverage [Please Select]

Vision Coverage [Please Select]

Please provide any additional information relating to retiree health benefit contributions below.

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Please answer the following questions regarding your retirement plans based on the [benefits for employees hired on or after 7/1/2021](#).

SOCIAL SECURITY CONTRIBUTION INFORMATION

1. Does your organization contribute to Social Security? Select Yes or No

[Please Select]

DEFINED BENEFIT / PENSION PLAN INFORMATION

2. Please answer the following questions regarding your defined benefit (pension) retirement plan, including the contribution rates for both employer and employee. Please attach a copy of your plan's Actuarial Valuation with your survey submittal.

Insert a link to your plan's Actuarial Valuation:

Plan Name

SEGAL WILL COMPLETE

Employer Normal Cost (% of pay)

SEGAL WILL COMPLETE

Required Employee Contributions (% of pay)

SEGAL WILL COMPLETE

Are employee contributions picked up by the employer?

SEGAL WILL COMPLETE

What is the vesting period for the plan?

What is the eligibility formula for normal retirement? (e.g. years of service plus age must equal 90, etc.)

DEFINED CONTRIBUTION PLAN INFORMATION

4. Please answer the following questions regarding your defined contribution retirement plans (e.g. 401(a), 403(b), etc.), including the contribution rate for both employer and employee. If the contribution amount is voluntary (not required), enter the maximum rate that may be contributed. If the employer contribution is a "match," indicate the maximum or limit on the match.

Plan Name

Employer Contribution - Percent of base salary or flat \$ amount

Maximum match of employee contributions (% of pay or \$)

Required Employee Contributions (% of pay or \$)

DEFERRED COMPENSATION PLAN INFORMATION

5. Please answer the following questions regarding your deferred compensation/457 retirement plans, including the contribution rate for both employer and employee. If the contribution amount is voluntary (not required), enter the maximum rate that may be contributed. If the employer contribution is a "match," indicate the maximum or limit on the match.

Plan Name

Employer Contribution - Percent of base salary or flat \$ amount

Maximum match of employee contributions (% of pay or \$)

Required Employee Contributions (Indicate % or \$ or Up to IRS Max)

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Benchmark Job Summaries

Instructions: Please complete the table on the next page by matching your organization's jobs to City of Frederick, MD positions. Summary Job Descriptions are included to help you with the matching. These jobs may not match exactly to those in your organization, but please provide information for those job titles that are at least an 80% match.

#	Job Family	Survey Job Title	Description of Work
1	Accounting & Finance	Accountant	Job Summary: Maintains financial records by processing, reviewing, and reconciling financial transactions and developing reports. Minimum Qualifications: Bachelor's Degree in Accounting, Finance, or a related field; 1 to 3 years' experience in accounting or bookkeeping
2	Accounting & Finance	Accounts Payable Specialist	Job Summary: Receives, processes, verifies, and reconciles invoices and purchase orders and tracks receipt of materials and services. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in accounting or bookkeeping
3	Accounting & Finance	Director of Finance	Job Summary: Leads the financial processes for the City, which include accounting, auditing, cash management, debt management, and trustee management of the pension and other post-employment benefit plans. Minimum Qualifications: Bachelor's Degree in Accounting, Finance, or a related field; 9+ years' experience in accounting or bookkeeping
4	Accounting & Finance	Manager of Accounting	Job Summary: Manages the daily operations of the Accounting department. Assists in formulation and enforcement of proper accounting methods, policies, and principles. Minimum Qualifications: Bachelor's Degree in Accounting, Finance, or a related field; 7 to 9 years' experience in accounting or bookkeeping
5	Accounting & Finance	Payroll Administrator	Job Summary: Prepares and process payroll for all employees. Maintains employee payroll data files and processes and enters changes. Minimum Qualifications: High School diploma or G.E.D. equivalency; 3 to 5 years' experience in payroll
6	Administrative	Administrative Assistant	Job Summary: Provides administrative assistance to one or more departments. Processes and tracks departmental paperwork. Drafts correspondence. Tracks departmental budgets. May order supplies, perform general human resource functions, and maintain payroll. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in administrative assistance or office management
7	Administrative	City Clerk	Job Summary: Serves as the custodian of City records, including City Charter and Code, historic meeting archives, and all legislative and contractual actions of the City. Coordinates the legislative meeting process. Coordinates and manages City election process on a four-year cycle. Minimum Qualifications: High School diploma or G.E.D. equivalency; 3 to 5 years' experience in municipal administration; Notary Public
8	Administrative	Front Desk Associate	Job Summary: Greets and directs visitors. Answers telephone and email inquiries and routes incoming mail. Schedule meetings. Reviews, scans, and files documents. Provides customer service to visitors. Minimum Qualifications: High School diploma or G.E.D. equivalency; No Experience in administrative assistance or office management
9	Administrative	Human Services Program Assistant	Job Summary: Performs routine custodial duties for City and program facilities. Assists in program operations as needed. Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in administrative assistance or office management
10	Administrative	Records Specialist	Job Summary: Processes report requests and background checks. Reads and codes officers' daily reports. Expunges records and enters accident reports and citations. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in administrative assistance or office management
11	Airport	Airport Manager	Job Summary: Manages all strategic, operational, and financial activities of the Airport, as well as staff and the Air Traffic Control Tower. Responsible for all Federal Aviation Administration and Maryland Aviation Administration relationships, regulation, and grants. Minimum Qualifications: Bachelor's Degree in Aviation Management, Business Administration, Public Administration, or a related field; 7 to 9 years' experience in airport operations; American Association of Airport Executives certification, Private Pilot license, and Airfield Driver Certification
12	Communications	Communications Clerk	Job Summary: Provides City information, customer service, switchboard coverage, radio dispatch, and administrative support. Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in communications or marketing
13	Communications	Manager of Communications	Job Summary: Manages the City-wide communications, marketing, public information, and outreach activities. Reports to the Mayor. Minimum Qualifications: Bachelor's Degree in Communications, Marketing, or a related field; 7 to 9 years' experience in communications or marketing
14	Communications	Police Dispatcher	Job Summary: Processes emergency and non-emergency calls for service. Dispatches resources as needed and aids in providing officers with pertinent information. Performs crisis intervention. Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in call center or dispatch; Emergency Medical Services, Fire, and Police dispatch certification
15	Communications	Video Producer	Job Summary: Produces content for online broadcasts and social media channels. Provides audio/visual supports as needed. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in digital media production
16	Economic Development	Director of Economic Development	Job Summary: Directs the Departments of Economic Development, Parking, Airport, and Weinberg Center for the Arts. Minimum Qualifications: Bachelor's Degree in Business Administration, Public Administration, or a related field; 9+ years' experience in economic development
17	GIS and Mapping	GIS Technician	Job Summary: Creates, edits, and manages geographic information products and maps within the City's GIS database. Minimum Qualifications: Associate's Degree or 2 Years of College in Geographic information systems or a related field; 3 to 5 years' experience in surveying or GIS
18	GIS and Mapping	Mapping Technician	Job Summary: Assists in the management and maintenance of GIS Utility Map and water/sewer models. Maintains updates to Electronic Data Warehouse file and storage of hard copies for both the Engineering and Building Permit departments. Provides qualitative and quantitative utility data files for "Requests for Information" for internal City projects and external Consultant requests. Minimum Qualifications: Associate's Degree or 2 Years of College in Geographic information systems or a related field; 3 to 5 years' experience in surveying or GIS
19	Health	Licensed Practical Nurse	Job Summary: Provides direct and indirect patient care, which includes nursing care as well as administrative tasks associated with patient care. Minimum Qualifications: 6 months+ training beyond High School; 1 to 3 years' experience in nursing or public health; Licensed Nurse Practitioner certification

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Benchmark Job Summaries

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20	Health	Nurse Practitioner/Physician Assistant	Job Summary: Provides general and preventative care, conducts check-ups, treats illnesses, orders labs and prescribes medication for children from birth to twenty one years of age. Supervises other nursing staff. Minimum Qualifications: Graduate Degree in Nursing or a related field; 5 to 7 years' experience in nursing or public health; Nurse Practitioner certification
21	Human Resources	Human Resources Generalist	Job Summary: Performs multiple functions within human resources, including training coordination, administration of the learning management system, exit interviews, recruiting, handbook and policy review and updates and other special projects. Minimum Qualifications: Bachelor's Degree in Business Administration, Human Resources, Labor Relations, or a related field; 3 to 5 years' experience in human resources administration
22	Human Resources	Training Coordinator	Job Summary: Coordinates training and ensures that training needs of departments are met. Minimum Qualifications: Associate's Degree or 2 Years of College in Business Administration, Human Resources, Labor Relations, or a related field; 3 to 5 years' experience in training
23	Information Technology	Helpdesk Technician	Job Summary: Administers the Helpdesk and provides desktop support. Troubleshoots and manages technology applications, user accounts, and hardware. Minimum Qualifications: Associate's Degree or 2 Years of College in Information Technology or a related field; 1 to 3 years' experience in technical support
24	Information Technology	Manager of Information Technology	Job Summary: Manages all Citywide technology hardware and software. Minimum Qualifications: Bachelor's Degree in Information Technology or a related field; 9+ years' experience in IT administration
25	Information Technology	Network Systems Administrator	Job Summary: Manages user network access to City systems. Optimizes and oversees software areas. Minimum Qualifications: Bachelor's Degree in Information Technology or a related field; 3 to 5 years' experience in network administration
26	Inspection and Code Enforcement	Chief Building Code Official	Job Summary: Manages the Building and Code Enforcement Department. Develops and directs the implementation of goals, objectives, policies, procedures and work standards, and the enforcement of and compliance with codes, laws and development regulations administered by the City of Frederick. Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in building code enforcement; ICC certification
27	Inspection and Code Enforcement	Electrical Inspector	Job Summary: Performs electrical inspections, develops and posts reports, and answers inquiries. Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in electrician; Electrical license
28	Inspection and Code Enforcement	Permits Technician	Job Summary: Processes online, mail-in, and drop-off applications for various permits and licenses, which may include building, plumbing, electrical, fire protection and vendor/peddler permits and licenses for plumbers, utility contractors, and electricians. Calculates, collects, and reports various fees. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in administrative assistance or office management
29	Inspection and Code Enforcement	Plumbing Inspector	Job Summary: Performs plumbing inspections, develops and posts reports, and answers inquiries. Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in plumbing; Plumber/Gas Fitter license
30	Inspection and Code Enforcement	Senior Building Inspector	Job Summary: Receives and completes calls for inspections. Processes paperwork, answers questions on codes, and resolves problems as they arise. Oversees the work of junior inspectors. Minimum Qualifications: 6 months+ training beyond High School; 5 to 7 years' experience in construction or inspection; Residential and Commercial Inspection certificates
31	Inspection and Code Enforcement	Senior Electrical Inspector	Job Summary: Performs electrical inspections, develops and posts reports, and answers inquiries. Oversees junior inspectors. Minimum Qualifications: 6 months+ training beyond High School; 5 to 7 years' experience in electrician; Electrical license
32	Law Enforcement and Public Safety	Crime Analyst	Job Summary: Conducts analysis of crime data to identify trends and patterns. Updates crime statistics database. Minimum Qualifications: Bachelor's Degree in Criminal Justice, Social Work, or a related field; 1 to 3 years' experience in criminal justice, intelligence, or statistics
33	Law Enforcement and Public Safety	Crime Scene Investigator	Job Summary: Identifies, collects, and preserves evidence at crime scenes by utilizing a variety of highly-skilled photographic and evidence-gathering techniques. Processes crime scenes and items of evidence for biological and fingerprint evidence both in the field and in a laboratory setting. Minimum Qualifications: Bachelor's Degree in Criminal Justice, Social Work, or a related field; 1 to 3 years' experience in crime scene investigation; Crime Scene Investigation certification
34	Law Enforcement and Public Safety	Evidence & Property Custodian	Job Summary: Processes evidence and property received by the Frederick Police Department. Ensures all evidence is packaged properly with all required information according to the department policy. Properly disposes of or returns property and evidence per department policy. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in criminal justice, inventory management
35	Law Enforcement and Public Safety	Manager of Risk Safety & Compliance	Job Summary: Manages the Risk, Safety, and Compliance, which includes emergency management, insurance claim and policy management, and training and compliance. Minimum Qualifications: Bachelor's Degree in Business Administration, Human Resources, Labor Relations, or a related field; 7 to 9 years' experience in OSHA, risk management, or safety/security; Risk Management and Emergency Management certifications
36	Law Enforcement and Public Safety	Watchperson	Job Summary: Monitors City facilities and assets and provides security. Relays all findings to Communications Dispatchers. Opens and closes facilities. Minimum Qualifications: High School diploma or G.E.D. equivalency; No Experience in security
37	Legal	Assistant City Attorney	Job Summary: Answers legal questions and reviews legal issues. Reviews and drafts agreements, policies, ordinances, and other legal documents. Minimum Qualifications: Graduate Degree in Juris Doctorate; 3 to 5 years' experience in litigation; Maryland Bar license
38	Legal	Paralegal	Job Summary: Performs complex legal administrative duties, which includes reviewing and editing legal documents, conducting research, and maintaining case files. Minimum Qualifications: Associate's Degree or 2 Years of College in Business Administration, Public Administration, or a related field; 3 to 5 years' experience in paralegal

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Benchmark Job Summaries

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39	Maintenance	Custodian	Job Summary: Performs custodial work for City facilities and grounds. Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in mechanical or custodial
40	Maintenance	Facilities Technician	Job Summary: Performs general maintenance and repairs to Ensure that all buildings within the Agency are safe, secure, and continuously operational. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in construction or general trades
41	Maintenance	Manager of Facilities	Job Summary: Manages the repair and maintenance of City-owned or operated buildings as well as assisting with the acquisition and disposition of property. Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in construction or inspection
42	Maintenance	Supervisor of Equipment Maintenance	Job Summary: Supervises the activities of the vehicle maintenance department. Minimum Qualifications: 6 months+ training beyond High School; 5 to 7 years' experience in automotive or mechanical maintenance; ASE certifications and Class B CDL
43	Materials Management	Manager of Purchasing	Job Summary: Manages the activities of the Purchasing Department. Minimum Qualifications: Bachelor's Degree in Materials Management or a related field; 7 to 9 years' experience in purchasing or materials management
44	Materials Management	Procurement Coordinator	Job Summary: Orders supplies and services. Administers City programs such as P-Cards, cell phone program, and fuel cards. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in purchasing or materials management
45	Materials Management	Warehouse Coordinator	Job Summary: Fills requests for warehouse stock items and delivers them to work sites or notifies for pick up. Creates requisitions and bills of sale for purchase orders and receives items from vendors. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in purchasing or materials management
46	Parking	Manager of Parking	Job Summary: Manages the Parking Department, which includes multiple parking structures and surface lots and metered and un-metered parking spaces. Minimum Qualifications: Bachelor's Degree in Business Administration, Public Administration, or a related field; 7 to 9 years' experience in general management
47	Parking	Parking Meter Technician	Job Summary: Ensures the proper operation of the automated parking equipment inside the parking decks and parking meters on the streets, which includes maintenance of equipment and revenue inventory within the machines. Performs inspection and simple maintenance of garage buildings. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in electronics or meter maintenance
48	Planning	Planner II	Job Summary: Performs long-range and day-to-day planning of complex projects or programs for the City and ensures compliance to applicable codes, ordinances, and laws. Coordinates with stakeholders in plan development. Reviews development plans and applications, prepares reports, and applies for grants. Serves as an expert for the project or program. Minimum Qualifications: Bachelor's Degree in Architecture, Urban Planning, or a related field; 3 to 5 years' experience in City planning and administration
49	Planning	Supervisor of Current Planning	Job Summary: Oversees the Division administering the City of Frederick's development review, which includes evaluation of development applications and maintenance of the City's development regulations. Minimum Qualifications: Bachelor's Degree in Urban Planning or a related field; 7 to 9 years' experience in City planning and administration; Planning and Project Management certifications
50	Public Works	Crew Leader	Job Summary: Leads a crew that maintains and manages parks and playgrounds. Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in maintenance or landscaping; Class A CDL and Pesticide Applicators certification
51	Public Works	Electrician Technician I	Job Summary: Installs and maintains electrical infrastructure which may include street, traffic, and airport lighting, heating, ventilation, air conditioning, and refrigeration for all City-owned facilities. Installs and maintains series and multiple street lighting circuits. Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in electrical or electronics maintenance
52	Public Works	Electrician Technician IV	Job Summary: Installs and maintains electrical infrastructure which may include street, traffic, and airport lighting, and heating, ventilation, air conditioning and refrigeration for all City-owned facilities. Installs and maintains series and multiple street lighting circuits. May serve as a lead to more junior roles. Minimum Qualifications: 6 months+ training beyond High School; 5 to 7 years' experience in electrical or electronics maintenance
53	Public Works	Equipment/Truck Driver Operator II	Job Summary: Performs maintenance tasks on City parks, grounds, and facilities, which may include mowing, snow removal, refuse collection, tree and shrub trimming, mulching, and other tasks. Operates and maintains vehicles and equipment. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in equipment operation or maintenance
54	Public Works	General Tradesperson	Job Summary: Constructs, erects, installs, repairs and finishes structures and furnishings using skills in carpentry, masonry, cement finishing, and painting. Minimum Qualifications: High School diploma or G.E.D. equivalency; 3 to 5 years' experience in general trades
55	Public Works	Horticulturist	Job Summary: Designs, manages, and maintains gardens and flower beds. Manage Christmas decorations. Performs pest management and other maintenance activities such as snow removal. Minimum Qualifications: Associate's Degree or 2 Years of College in Horticulture or a related field; 3 to 5 years' experience in landscaping; Pesticide Applicators certification and Road Side Tree Care license
56	Public Works	Manager of Engineering	Job Summary: Manages the delivery of essential services and functions of the Engineering Department. Administers programs, maintains technical expertise to ensure adequacy of City infrastructure in the storm water, floodplains, water/ wastewater utilities, traffic, surveying and land development domains. Minimum Qualifications: Bachelor's Degree in Civil Engineering, Construction Management, or a related field; 7 to 9 years' experience in engineering; Professional Engineer certification
57	Public Works	Mechanical Technician II	Job Summary: Performs diagnostics, repairs and preventative maintenance on fleet vehicles, including cars, light trucks, heavy trucks, and equipment, which may include electrical, electronic, mechanical, climate control, hydraulic, and pneumatic systems. Obtains parts and materials as needed and completes work orders and maintains records of maintenance and repairs. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in mechanical maintenance

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Benchmark Job Summaries

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58	Public Works	Operator I Wastewater Treatment	Job Summary: Performs basic tasks in the day-to-day operation of the Wastewater Treatment Plant. Performs inspections, observes processes and makes adjustments, collects and tests samples, and maintains logs and documentation. Minimum Qualifications: High School diploma or G.E.D. equivalency; No Experience in water operation, testing, and sampling
59	Public Works	Operator II Water Treatment	Job Summary: Performs routine and critical work in the operation and preventative maintenance of water treatment plant equipment and facilities. Collects and analyzes samples, operates and monitors equipment and monitors chemical treatment processes to ensure safe water quality. Minimum Qualifications: 6 months+ training beyond High School; less than 1 year of experience in water operation, testing, and sampling
60	Public Works	Operator IV Wastewater Treatment	Job Summary: Performs complex tasks in the day-to-day operation of the Wastewater Treatment Plant. Performs inspections, observes processes and makes adjustments, collects and tests samples, and maintains logs and documentation. Assists in the establishments of procedures and training of operators. Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in water operation, testing, and sampling; Class 5a Wastewater Treatment license
61	Public Works	Operator IV Water Treatment	Job Summary: Monitors plant data, performs routine plant inspections. Conducts laboratory testing and water sampling and performs preventative maintenance work orders. Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in water operation, testing, and sampling; Class 5a Wastewater Treatment license
62	Public Works	Plant Maintenance Technician II	Job Summary: Performs tasks associated with maintenance and repair of streets and roads. Operates medium and heavy road repair and maintenance equipment. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in street maintenance; Class B CDL, Flagger and Forklift certification
63	Public Works	Pretreatment Technician	Job Summary: Performs preventive maintenance and repair work of the water and sewer facilities, sewage lifting stations, storm water facilities, and water booster pump stations. Assists with any repair work being done by technicians. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in water operation, testing, and sampling
64	Public Works	Refuse Collector	Job Summary: Assists in monitoring, evaluating and enforcing all aspects of the of the City's Industrial Pretreatment Program and the Fats, Oils, and Grease Program. Minimum Qualifications: 6 months+ training beyond High School; Less than 1 year experience in water operation, testing, and sampling; Class 5a Wastewater Treatment license
65	Public Works	Street Maintenance Technician II	Job Summary: Collects curbside and containerized refuse and places into collection vehicle. Collects and delivers trash totes. Minimum Qualifications: Less than a High School diploma; No Experience in NA
66	Public Works	Street Sweeping Technician II	Job Summary: Drives a street sweeping vehicle to clean streets of trash, debris, and other contaminants. Occasionally operates medium and heavy road repair and maintenance equipment or vehicles. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in street maintenance; Class B CDL, Lift Truck and Flagger certifications
67	Public Works	Superintendent of Light/Signal	Job Summary: Directs and coordinates activities of workers engaged in operation, maintenance, and repair of electric power, lighting, and buildings. Oversees and inspects construction and repair of underground and overhead electrical systems, traffic lights, signs, HVAC&R and other types of municipal construction work. Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in electrical or electronics maintenance
68	Public Works	Superintendent of Sanitation	Job Summary: Directs and coordinates activities of workers engaged in the collection and disposal of residential and commercial waste. Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in sanitation or general management
69	Public Works	Superintendent of Sewer & Storm Collections	Job Summary: Directs and coordinates activities of workers engaged in the operation, maintenance, and repair of the sewer collection facilities. Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in utilities administration
70	Public Works	Superintendent of Wastewater Treatment	Job Summary: Directs and coordinates activities of workers engaged in the operation, maintenance, and repair of waste water treatment facilities. Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in utilities administration
71	Public Works	Superintendent of Water Treatment	Job Summary: Directs and coordinates the activities of workers engaged in operation, maintenance, and repair of water treatment facilities. Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in utilities administration
72	Public Works	Tree Technician II	Job Summary: Plants, maintains, prunes, and removes trees in streets and parks. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in landscaping; Roadside tree expert license, Pesticide Applicator license
73	Public Works	Utility Maintenance Technician II	Job Summary: Assists in the installation, maintenance, repair, servicing, enlarging and relocating of wastewater and storm water facilities. Operates machinery as needed. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in utilities maintenance; Class B CDL
74	Public Works	Waste Collection and Disposal Foreman	Job Summary: Plans and coordinates the work of a crew performing waste collection and disposal. Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in sanitation or general management
75	Public Works	Wastewater Pretreatment Coordinator	Job Summary: Performs inspections, sampling, and monitoring of non-industrial, industrial, and commercial businesses. Keeps records and develops reports. Minimum Qualifications: Bachelor's Degree in Biology, Chemistry, or a related field; 3 to 5 years' experience in water operation, testing, and sampling
76	Public Works	Water Foreman	Job Summary: Plans and coordinates the work of a crew performing water service maintenance. Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in utilities administration
77	Public Works	Water Meter Technician III	Job Summary: Installs, maintains, repairs, programs, reads, and replaces residential and commercial water meters. Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in water operation, testing, and sampling

**City of Frederick, MD
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78	Recreation	Deputy Director of Parks and Recreation	Job Summary: Leads the planning and implementation of the Park and Recreation program to include programming, park development, facility operations, and maintenance. Minimum Qualifications: Bachelor's Degree in Business Administration, Public Administration, or a related field; 9+ years' experience in parks and recreation
79	Recreation	Events Coordinator	Job Summary: Coordinates and plans special events. Minimum Qualifications: Bachelor's Degree in Communications, Marketing, or a related field; 1 to 3 years' experience in event management
80	Recreation	Head Golf Professional/General Manager	Job Summary: Oversees the day-to-day operations of the golf course. Minimum Qualifications: Associate's Degree or 2 Years of College in Business Administration, Public Administration, or a related field; 7 to 9 years' experience in golf course management
81	Recreation	Parks Superintendent	Job Summary: Leads the operations of the parks division. Minimum Qualifications: Associate's Degree or 2 Years of College in Business Administration, Public Administration, or a related field; 7 to 9 years' experience in parks and recreation
82	Recreation	Recreation Program Coordinator	Job Summary: Coordinates a recreation program, which includes assisting in the organization of the program, receiving and processing of applications and documentation, and providing customer service. Monitors and orders supplies and ensures equipment is in working order. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in parks and recreation
83	Social Work	Case Manager I	Job Summary: Coordinates services and case management responsibilities for clients. Meets with clients and assists with issues. Processes and ensures accuracy of case and reimbursement data. Develops and submits reports. Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in counseling or social service program administration
84	Social Work	Intake Worker	Job Summary: Interviews clients requesting assistance with energy needs and provides assistance with the application process. Determines eligibility for program benefits. Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in social service program administration
85	Social Work	Manager of Energy Assistance Services	Job Summary: Manages the Office of Home Energy Program, which includes oversight of program staff, data entry, applications determinations, fraud monitoring, appeal hearings, vendor payments, budgets, outreach, and State OHEP program monitoring. Minimum Qualifications: Associate's Degree or 2 Years of College in Business Administration, Social Work, or a related field; 3 to 5 years' experience in social service program administration
86	Social Work	Outreach Worker I	Job Summary: Engages and guides clients to services, including food bank, soup kitchen, and clinic. Conducts outreach, performs intakes and other paperwork and makes referrals based on client needs. Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in social service program administration
87	Social Work	Supervisor of Victim Services	Job Summary: Supervises the operations of the victim services unit of the Police Department, which includes case assignment and case review. Minimum Qualifications: Bachelor's Degree in Business Administration, Social Work, or a related field; 5 to 7 years' experience in counseling or social service program administration

**City of Frederick, MD
Total Compensation Survey - 2021**

#	Job Family	Survey Job Title	Matching Title	FLSA Status (Exempt or Non-Exempt)	Work Week Definition (40hrs, 35hrs, etc.)	Degree of Match	Scheduled Pay Ranges (as of 7/1/2021)			Notes
						(*+ means my organization's job has greater responsibilities; "-=" means my organization's job has equal responsibilities; "-=" means my organization's job has less responsibilities)	ANNUAL Base Pay Range Minimum	ANNUAL Base Pay Range Maximum	Actual Average ANNUAL Pay Rate	
1	Accounting & Finance	Accountant		[Please Select]		[Please Select]				
2	Accounting & Finance	Accounts Payable Specialist		[Please Select]		[Please Select]				
3	Accounting & Finance	Director of Finance		[Please Select]		[Please Select]				
4	Accounting & Finance	Manager of Accounting		[Please Select]		[Please Select]				
5	Accounting & Finance	Payroll Administrator		[Please Select]		[Please Select]				
6	Administrative	Administrative Assistant		[Please Select]		[Please Select]				
7	Administrative	City Clerk		[Please Select]		[Please Select]				
8	Administrative	Front Desk Associate		[Please Select]		[Please Select]				
9	Administrative	Human Services Program Assistant		[Please Select]		[Please Select]				
10	Administrative	Records Specialist		[Please Select]		[Please Select]				
11	Airport	Airport Manager		[Please Select]		[Please Select]				
12	Communications	Communications Clerk		[Please Select]		[Please Select]				
13	Communications	Manager of Communications		[Please Select]		[Please Select]				
14	Communications	Police Dispatcher		[Please Select]		[Please Select]				
15	Communications	Video Producer		[Please Select]		[Please Select]				
16	Economic Development	Director of Economic Development		[Please Select]		[Please Select]				
17	GIS and Mapping	GIS Technician		[Please Select]		[Please Select]				
18	GIS and Mapping	Mapping Technician		[Please Select]		[Please Select]				
19	Health	Licensed Practical Nurse		[Please Select]		[Please Select]				
20	Health	Nurse Practitioner/Physician Assistant		[Please Select]		[Please Select]				
21	Human Resources	Human Resources Generalist		[Please Select]		[Please Select]				
22	Human Resources	Training Coordinator		[Please Select]		[Please Select]				
23	Information Technology	Helpdesk Technician		[Please Select]		[Please Select]				
24	Information Technology	Manager of Information Technology		[Please Select]		[Please Select]				
25	Information Technology	Network Systems Administrator		[Please Select]		[Please Select]				
26	Inspection and Code Enforcement	Chief Building Code Official		[Please Select]		[Please Select]				
27	Inspection and Code Enforcement	Electrical Inspector		[Please Select]		[Please Select]				
28	Inspection and Code Enforcement	Permits Technician		[Please Select]		[Please Select]				
29	Inspection and Code Enforcement	Plumbing Inspector		[Please Select]		[Please Select]				
30	Inspection and Code Enforcement	Senior Building Inspector		[Please Select]		[Please Select]				
31	Inspection and Code Enforcement	Senior Electrical Inspector		[Please Select]		[Please Select]				
32	Law Enforcement and Public Safety	Crime Analyst		[Please Select]		[Please Select]				
33	Law Enforcement and Public Safety	Crime Scene Investigator		[Please Select]		[Please Select]				
34	Law Enforcement and Public Safety	Evidence & Property Custodian		[Please Select]		[Please Select]				

**City of Frederick, MD
Total Compensation Survey - 2021**

#	Job Family	Survey Job Title	Matching Title	FLSA Status (Exempt or Non-Exempt)	Work Week Definition (40hrs, 35hrs, etc.)	Degree of Match	Scheduled Pay Ranges (as of 7/1/2021)			Notes
						<small>("+" means my organization's job has greater responsibilities; "=" means my organization's job has equal responsibilities; "- " means my organization's job has less responsibilities)</small>	ANNUAL Base Pay Range Minimum	ANNUAL Base Pay Range Maximum	Actual Average ANNUAL Pay Rate	
35	Law Enforcement and Public Safety	Manager of Risk Safety & Compliance		[Please Select]		[Please Select]				
36	Law Enforcement and Public Safety	Watchperson		[Please Select]		[Please Select]				
37	Legal	Assistant City Attorney		[Please Select]		[Please Select]				
38	Legal	Paralegal		[Please Select]		[Please Select]				
39	Maintenance	Custodian		[Please Select]		[Please Select]				
40	Maintenance	Facilities Technician		[Please Select]		[Please Select]				
41	Maintenance	Manager of Facilities		[Please Select]		[Please Select]				
42	Maintenance	Supervisor of Equipment Maintenance		[Please Select]		[Please Select]				
43	Materials Management	Manager of Purchasing		[Please Select]		[Please Select]				
44	Materials Management	Procurement Coordinator		[Please Select]		[Please Select]				
45	Materials Management	Warehouse Coordinator		[Please Select]		[Please Select]				
46	Parking	Manager of Parking		[Please Select]		[Please Select]				
47	Parking	Parking Meter Technician		[Please Select]		[Please Select]				
48	Planning	Planner II		[Please Select]		[Please Select]				
49	Planning	Supervisor of Current Planning		[Please Select]		[Please Select]				
50	Public Works	Crew Leader		[Please Select]		[Please Select]				
51	Public Works	Electrician Technician I		[Please Select]		[Please Select]				
52	Public Works	Electrician Technician IV		[Please Select]		[Please Select]				
53	Public Works	Equipment/Truck Driver Operator II		[Please Select]		[Please Select]				
54	Public Works	General Tradesperson		[Please Select]		[Please Select]				
55	Public Works	Horticulturist		[Please Select]		[Please Select]				
56	Public Works	Manager of Engineering		[Please Select]		[Please Select]				
57	Public Works	Mechanical Technician II		[Please Select]		[Please Select]				
58	Public Works	Operator I Wastewater Treatment		[Please Select]		[Please Select]				
59	Public Works	Operator II Water Treatment		[Please Select]		[Please Select]				
60	Public Works	Operator IV Wastewater Treatment		[Please Select]		[Please Select]				
61	Public Works	Operator IV Water Treatment		[Please Select]		[Please Select]				
62	Public Works	Plant Maintenance Technician II		[Please Select]		[Please Select]				
63	Public Works	Pretreatment Technician		[Please Select]		[Please Select]				
64	Public Works	Refuse Collector		[Please Select]		[Please Select]				
65	Public Works	Street Maintenance Technician II		[Please Select]		[Please Select]				
66	Public Works	Street Sweeping Technician II		[Please Select]		[Please Select]				
67	Public Works	Superintendent of Light/Signal		[Please Select]		[Please Select]				
68	Public Works	Superintendent of Sanitation		[Please Select]		[Please Select]				

City of Frederick, MD
Total Compensation Survey - 2021

#	Job Family	Survey Job Title	Matching Title	FLSA Status (Exempt or Non-Exempt)	Work Week Definition (40hrs, 35hrs, etc.)	Degree of Match	Scheduled Pay Ranges (as of 7/1/2021)			Notes
						(*+ means my organization's job has greater responsibilities; -+ means my organization's job has equal responsibilities; *- means my organization's job has less responsibilities)	ANNUAL Base Pay Range Minimum	ANNUAL Base Pay Range Maximum	Actual Average ANNUAL Pay Rate	
69	Public Works	Superintendent of Sewer & Storm Collections		[Please Select]		[Please Select]				
70	Public Works	Superintendent of Wastewater Treatment		[Please Select]		[Please Select]				
71	Public Works	Superintendent of Water Treatment		[Please Select]		[Please Select]				
72	Public Works	Tree Technician II		[Please Select]		[Please Select]				
73	Public Works	Utility Maintenance Technician II		[Please Select]		[Please Select]				
74	Public Works	Waste Collection and Disposal Foreman		[Please Select]		[Please Select]				
75	Public Works	Wastewater Pretreatment Coordinator		[Please Select]		[Please Select]				
76	Public Works	Water Foreman		[Please Select]		[Please Select]				
77	Public Works	Water Meter Technician III		[Please Select]		[Please Select]				
78	Recreation	Deputy Director of Parks and Recreation		[Please Select]		[Please Select]				
79	Recreation	Events Coordinator		[Please Select]		[Please Select]				
80	Recreation	Head Golf Professional/General Manager		[Please Select]		[Please Select]				
81	Recreation	Parks Superintendent		[Please Select]		[Please Select]				
82	Recreation	Recreation Program Coordinator		[Please Select]		[Please Select]				
83	Social Work	Case Manager I		[Please Select]		[Please Select]				
84	Social Work	Intake Worker		[Please Select]		[Please Select]				
85	Social Work	Manager of Energy Assistance Services		[Please Select]		[Please Select]				
86	Social Work	Outreach Worker I		[Please Select]		[Please Select]				
87	Social Work	Supervisor of Victim Services		[Please Select]		[Please Select]				

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City of Frederick, MD Detailed Market Data (Adjusted)

Accountant

Accounting & Finance Job Family

Job Summary: Maintains financial records by processing, reviewing, and reconciling financial transactions and developing reports.

Minimum Qualifications: Bachelor's Degree in Accounting, Finance, or a related field; 1 to 3 years' experience in accounting or bookkeeping

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Accountant	Non-Exempt	40	\$50,157	\$65,189	\$80,220	\$51,463
City of Gaithersburg, MD	Accountant II	Exempt	40	\$63,945	\$84,088	\$104,230	\$82,513
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Accountant	Exempt	40	\$64,429	\$82,147	\$99,865	\$82,969
Frederick County, MD	Accountant I	Non-Exempt	40	\$55,232	\$71,801	\$88,370	\$64,641
Loudoun County, VA	Accountant I	N/A	40	\$49,800	\$67,230	\$84,660	N/A
Maryland-National Capital Park and Planning Commission	Accountant I	Exempt	40	\$46,338	\$62,813	\$79,289	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Accountant	N/A	40	\$59,842	\$77,767	\$95,693	N/A
Washington Suburban Sanitary Commission (MD)	Accountant I	Exempt	40	\$52,230	\$65,980	\$79,730	N/A
Public Sector Market Average				\$55,247	\$72,127	\$89,007	\$70,396
City of Frederick, MD	Accountant	Exempt	40	\$51,241	\$66,647	\$82,052	\$79,806
City of Frederick, MD as a % of Public Sector Market Average				93%	92%	92%	113%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Accountant I		40	\$50,100	\$60,000	\$71,400	NA
Economic Research Institute	Accountant - Level 1		40	\$66,448	\$78,805	\$94,420	NA
PayFactors	Accountant I		40	\$45,900	\$56,700	\$67,800	NA
Published Survey Market Average				\$54,149	\$65,168	\$77,873	N/A
City of Frederick, MD	Accountant	Exempt	40	\$51,241	\$66,647	\$82,052	\$79,806
City of Frederick, MD as a % of Market Average				95%	102%	105%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$54,947	\$70,229	\$85,971	\$70,396
City of Frederick, MD	Accountant	Exempt	40	\$51,241	\$66,647	\$82,052
City of Frederick, MD as a % of Market Average			93%	95%	95%	113%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Accounts Payable Specialist

Accounting & Finance Job Family

Job Summary: Receives, processes, verifies, and reconciles invoices and purchase orders and tracks receipt of materials and services.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in accounting or bookkeeping

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Accounting Technician	Non-Exempt	40	\$38,726	\$50,334	\$61,943	\$58,516
City of Gaithersburg, MD	Accounting Specialist	Non-Exempt	40	\$48,331	\$63,314	\$78,297	\$67,172
City of Hagerstown, MD	Accounting Specialist	Non-Exempt	40	\$38,890	\$48,312	\$57,735	\$53,504
City of Rockville, MD	Fiscal Assistant	Exempt	37.5	\$50,909	\$63,636	\$76,363	\$63,636
Frederick County, MD	Accounting Technician II	Non-Exempt	40	\$39,379	\$51,193	\$63,007	\$45,154
Loudoun County, VA	Accounting Technician II	N/A	40	\$46,489	\$62,760	\$79,031	N/A
Maryland-National Capital Park and Planning Commission	Accounting Technician II	Non-Exempt	40	\$40,936	\$55,493	\$70,050	N/A
Town of Leesburg, VA	Accounting Associate III	Non-Exempt	37.5	\$55,942	\$75,859	\$95,776	\$64,000
Washington County, MD	Accounts Payable Technician	N/A	40	\$40,746	\$52,922	\$65,097	N/A
Washington Suburban Sanitary Commission (MD)	Sr Accounting Clerk	Non-Exempt	40	\$47,480	\$59,981	\$72,482	\$65,203
Public Sector Market Average				\$44,783	\$58,380	\$71,978	\$59,598
City of Frederick, MD	Accounts Payable Specialist	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$51,689
City of Frederick, MD as a % of Public Sector Market Average				84%	84%	84%	87%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Accounts Payable Clerk II		40	\$38,800	\$47,900	\$59,200	NA
Economic Research Institute	Accounts Payable Clerk - Level 2		40	\$42,742	\$47,755	\$54,188	NA
PayFactors	Accounts Payable Clerk		40	\$36,600	\$46,300	\$55,700	NA
Published Survey Market Average				\$39,381	\$47,318	\$56,363	N/A
City of Frederick, MD	Accounts Payable Specialist	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$51,689
City of Frederick, MD as a % of Market Average				96%	104%	107%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$43,536	\$55,828	\$68,374	\$59,598
City of Frederick, MD	Accounts Payable Specialist	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$51,689
City of Frederick, MD as a % of Market Average				87%	88%	88%	87%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Director of Finance

Accounting & Finance Job Family

Job Summary: Leads the financial processes for the City, which include accounting, auditing, cash management, debt management, and trustee management of the pension and other post-employment benefit plans.

Minimum Qualifications: Bachelor's Degree in Accounting, Finance, or a related field; 9+ years' experience in accounting or bookkeeping

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Comptroller	Exempt	40	\$109,264	\$153,122	\$196,981	\$142,405
City of Gaithersburg, MD	Director of Finance	Exempt	40	\$136,842	\$148,421	\$160,000	\$160,000
City of Hagerstown, MD	Director of Finance	Exempt	40	\$90,269	\$117,777	\$145,284	\$143,157
City of Rockville, MD	Chief Financial Officer/Director of Finance	Exempt	40	\$118,031	\$160,286	\$202,541	\$161,889
Frederick County, MD	Division Director Finance	Exempt	40	\$118,545	\$163,000	\$207,455	\$180,296
Loudoun County, VA	Chief Financial Officer	Exempt	40	\$117,300	\$175,950	\$234,600	N/A
Maryland-National Capital Park and Planning Commission	Finance Manager II	Exempt	40	\$82,921	\$112,406	\$141,891	N/A
Town of Leesburg, VA	Director of Finance and Administrative Services	Exempt	37.5	\$110,203	\$149,465	\$188,727	\$182,464
Washington County, MD	Budget & Finance Director	N/A	40	\$87,906	\$114,234	\$140,562	N/A
Washington Suburban Sanitary Commission (MD)	Chief Financial Officer	Exempt	40	\$150,417	\$188,047	\$225,676	\$206,490
Public Sector Market Average				\$112,170	\$148,271	\$184,372	\$168,100
City of Frederick, MD	Director of Finance	Exempt	40	\$102,433	\$133,231	\$164,028	\$164,028
City of Frederick, MD as a % of Public Sector Market Average				91%	90%	89%	98%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Finance Director		40	\$138,100	\$196,900	\$265,300	NA
Economic Research Institute	Finance Manager - Level 3		40	\$125,713	\$148,886	\$177,232	NA
PayFactors	Finance Director		40	\$144,500	\$214,900	\$306,900	NA
Published Survey Market Average				\$136,104	\$186,895	\$249,811	N/A
City of Frederick, MD	Director of Finance	Exempt	40	\$102,433	\$133,231	\$164,028	\$164,028
City of Frederick, MD as a % of Market Average				75%	71%	66%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$117,693	\$157,184	\$199,473	\$168,100
City of Frederick, MD	Director of Finance	Exempt	40	\$102,433	\$133,231	\$164,028
City of Frederick, MD as a % of Market Average			87%	85%	82%	98%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Manager of Accounting

Accounting & Finance Job Family

Job Summary: Manages the daily operations of the Accounting department. Assists in formulation and enforcement of proper accounting methods, policies, and principles.

Minimum Qualifications: Bachelor's Degree in Accounting, Finance, or a related field; 7 to 9 years' experience in accounting or bookkeeping

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Bureau Chief, Accounting	Exempt	40	\$74,880	\$104,833	\$134,786	\$92,227
City of Gaithersburg, MD	Comptroller	Exempt	40	\$127,890	\$153,468	\$179,046	\$131,348
City of Hagerstown, MD	Accounting and Budget Manager	Exempt	40	\$70,922	\$92,578	\$114,234	\$98,756
City of Rockville, MD	Financial Systems Manager	N/A	40	\$87,993	\$114,391	\$140,788	N/A
Frederick County, MD	Accounting Supervisor	Exempt	40	\$82,888	\$107,754	\$132,620	\$95,576
Loudoun County, VA	Accounting Manager	N/A	40	\$76,469	\$105,145	\$133,821	N/A
Maryland-National Capital Park and Planning Commission	Finance Manager I	Exempt	40	\$69,242	\$94,959	\$120,676	N/A
Town of Leesburg, VA	Accounting Manager	Exempt	37.5	\$72,952	\$98,923	\$124,893	\$97,856
Washington County, MD	Accounting Supervisor	N/A	40	\$69,823	\$90,702	\$111,581	N/A
Washington Suburban Sanitary Commission (MD)	Division Manager, Accounting	Exempt	40	\$101,128	\$127,753	\$154,378	\$152,164
Public Sector Market Average				\$83,419	\$109,050	\$134,682	\$111,321
City of Frederick, MD	Manager of Accounting	Exempt	40	\$64,563	\$83,960	\$103,356	\$103,356
City of Frederick, MD as a % of Public Sector Market Average				77%	77%	77%	93%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Accounting Manager		40	\$91,300	\$116,800	\$144,700	NA
Economic Research Institute	Accounting Manager - Level 2		40	\$112,797	\$134,025	\$159,835	NA
PayFactors	Accounting Manager		40	\$87,200	\$111,600	\$139,100	NA
Published Survey Market Average				\$97,099	\$120,808	\$147,878	N/A
City of Frederick, MD	Manager of Accounting	Exempt	40	\$64,563	\$83,960	\$103,356	\$103,356
City of Frederick, MD as a % of Market Average				66%	69%	70%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$86,576	\$111,764	\$137,727	\$111,321
City of Frederick, MD	Manager of Accounting	Exempt	40	\$64,563	\$83,960	\$103,356
City of Frederick, MD as a % of Market Average			75%	75%	75%	93%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Payroll Administrator

Accounting & Finance Job Family

Job Summary: Prepares and process payroll for all employees. Maintains employee payroll data files and processes and enters changes.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 3 to 5 years' experience in payroll

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Payroll Assistant	Non-Exempt	40	\$45,969	\$59,771	\$73,574	\$63,094
City of Gaithersburg, MD	Payroll Coordinator	Exempt	40	\$59,761	\$78,586	\$97,411	\$84,502
City of Hagerstown, MD	Payroll Administrator	N/A	40	\$50,766	\$66,208	\$81,650	\$70,619
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	Payroll Analyst I	Non-Exempt	40	\$45,085	\$58,611	\$72,137	\$45,386
Loudoun County, VA	Payroll Technician	N/A	40	\$41,930	\$56,606	\$71,281	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Staff Accountant	Non-Exempt	37.5	\$71,653	\$97,183	\$122,714	\$112,956
Washington County, MD	Assistant Payroll / Fiscal Analyst	N/A	40	\$51,306	\$66,664	\$82,023	N/A
Washington Suburban Sanitary Commission (MD)	Section Manager, Payroll	Exempt	40	\$87,938	\$111,090	\$134,242	\$127,469
Public Sector Market Average				\$56,801	\$74,340	\$91,879	\$84,004
City of Frederick, MD	Payroll Administrator	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$54,795
City of Frederick, MD as a % of Public Sector Market Average				77%	77%	77%	65%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Payroll Administrator II		40	\$55,500	\$71,400	\$87,900	NA
Economic Research Institute	Payroll Administrator - Level 2		40	\$47,772	\$56,297	\$67,384	NA
PayFactors	Payroll Administrator		40	\$45,200	\$61,600	\$82,700	NA
Published Survey Market Average				\$49,491	\$63,099	\$79,328	N/A
City of Frederick, MD	Payroll Administrator	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$54,795
City of Frederick, MD as a % of Market Average				89%	91%	89%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$54,807	\$71,274	\$88,456	\$84,004
City of Frederick, MD	Payroll Administrator	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$54,795
City of Frederick, MD as a % of Market Average				80%	80%	80%	65%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Administrative Assistant

Administrative Job Family

Job Summary: Provides administrative assistance to one or more departments. Processes and tracks departmental paperwork. Drafts correspondence. Tracks departmental budgets. May order supplies, perform general human resource functions, and maintain payroll.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in administrative assistance or office management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Administrative Assistant	Non-Exempt	40	\$42,182	\$54,865	\$67,548	\$48,993
City of Gaithersburg, MD	Administrative Assistant II	Non-Exempt	40	\$38,367	\$50,069	\$61,771	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Administrative Assistant	Non-Exempt	40	\$47,254	\$59,068	\$70,881	\$59,659
Frederick County, MD	Administrative Specialist II	Non-Exempt	40	\$42,136	\$54,777	\$67,417	\$45,992
Loudoun County, VA	Administrative Assistant II	N/A	40	\$37,229	\$49,329	\$61,428	N/A
Maryland-National Capital Park and Planning Commission	Administrative Assistant	Non-Exempt	40	\$32,973	\$44,697	\$56,420	N/A
Town of Leesburg, VA	Administrative Associate I	Non-Exempt	37.5	\$47,899	\$64,953	\$82,007	N/A
Washington County, MD	Administrative Assistant	N/A	40	\$43,977	\$57,141	\$70,305	N/A
Washington Suburban Sanitary Commission (MD)	Administrative Assistant II	Non-Exempt	40	\$43,164	\$54,528	\$65,893	\$63,215
Public Sector Market Average				\$41,687	\$54,381	\$67,075	\$54,465
City of Frederick, MD	Administrative Assistant	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$47,001
City of Frederick, MD as a % of Public Sector Market Average				98%	97%	97%	86%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Administrative Assistant II		40	\$41,900	\$52,400	\$65,200	NA
Economic Research Institute	Administrative Assistant - Level 2		40	\$42,501	\$50,548	\$61,094	NA
PayFactors	Administrative Assistant II		40	\$38,700	\$48,700	\$60,300	NA
Published Survey Market Average				\$41,034	\$50,549	\$62,198	N/A
City of Frederick, MD	Administrative Assistant	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$47,001
City of Frederick, MD as a % of Market Average				99%	105%	105%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$41,523	\$53,423	\$65,855	\$54,465
City of Frederick, MD	Administrative Assistant	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$47,001
City of Frederick, MD as a % of Market Average				98%	99%	99%	86%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

City Clerk

Administrative Job Family

Job Summary: Serves as the custodian of City records, including City Charter and Code, historic meeting archives, and all legislative and contractual actions of the City. Coordinates the legislative meeting process. Coordinates and manages City election process on a four-year cycle.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 3 to 5 years' experience in municipal administration; Notary Public

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	Municipal Clerk	Exempt	40	\$71,868	\$94,490	\$117,112	\$98,638
City of Hagerstown, MD	City Clerk	Exempt	40	\$58,420	\$76,175	\$93,930	\$82,660
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Records Coordinator	Non-Exempt	37.5	\$55,942	\$75,859	\$95,776	\$78,110
Washington County, MD	County Clerk	N/A	40	\$69,823	\$90,702	\$111,581	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$64,013	\$84,307	\$104,600	\$86,469
City of Frederick, MD	City Clerk	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$54,016
City of Frederick, MD as a % of Public Sector Market Average				69%	68%	67%	62%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	City Clerk	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$54,016
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$64,013	\$84,307	\$104,600	\$86,469
City of Frederick, MD	City Clerk	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$54,016
City of Frederick, MD as a % of Market Average				69%	68%	67%	62%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Front Desk Associate

Administrative Job Family

Job Summary: Greets and directs visitors. Answers telephone and email inquiries and routes incoming mail. Schedule meetings. Reviews, scans, and files documents. Provides customer service to visitors.

Minimum Qualifications: High School diploma or G.E.D. equivalency; No Experience in administrative assistance or office management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Office Associate	Non-Exempt	40	\$35,491	\$46,169	\$56,847	\$39,629
City of Gaithersburg, MD	Administrative Assistant I	Non-Exempt	40	\$35,525	\$46,183	\$56,840	\$40,082
City of Hagerstown, MD	Information/Security Officer	Non-Exempt	40	N/A	\$29,420	N/A	\$29,420
City of Rockville, MD	Entrance Screener	N/A	40	N/A	\$43,472	N/A	\$43,472
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	Program Assistant I	N/A	40	\$37,229	\$49,329	\$61,428	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Receptionist	Non-Exempt	40	\$41,353	\$56,073	\$70,792	\$47,923
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$37,400	\$45,108	\$61,477	\$40,105
City of Frederick, MD	Front Desk Associate	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$25,764
City of Frederick, MD as a % of Public Sector Market Average				80%	86%	78%	64%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Front Desk Clerk		40	\$24,400	\$31,400	\$42,200	NA
Economic Research Institute	Front Desk Receptionist - Level 1		40	\$28,486	\$32,114	\$38,117	NA
PayFactors	Front Desk Clerk		40	\$25,100	\$26,200	\$32,300	NA
Published Survey Market Average				\$25,995	\$29,905	\$37,539	N/A
City of Frederick, MD	Front Desk Associate	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$25,764
City of Frederick, MD as a % of Market Average				115%	130%	128%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$32,512	\$40,040	\$51,218	\$40,105
City of Frederick, MD	Front Desk Associate	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$25,764
City of Frederick, MD as a % of Market Average				92%	97%	93%	64%

NA = Data Not Available
 All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
 The overall market average is a straight average of all data points
 The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Human Services Program Assistant

Administrative Job Family

Job Summary: Performs routine custodial duties for City and program facilities. Assists in program operations as needed.

Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in administrative assistance or office management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Human Services Program Assistant	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$25,456
City of Frederick, MD as a % of Public Sector Market Average				N/A	N/A	N/A	N/A

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	Social Services Assistant		40	\$33,700	\$39,300	\$41,700	NA
Published Survey Market Average				\$33,700	\$39,300	\$41,700	N/A
City of Frederick, MD	Human Services Program Assistant	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$25,456
City of Frederick, MD as a % of Market Average				89%	99%	115%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$33,700	\$39,300	\$41,700	N/A
City of Frederick, MD	Human Services Program Assistant	Non-Exempt	\$29,916	\$38,895	\$47,874	\$25,456
City of Frederick, MD as a % of Market Average			89%	99%	115%	N/A

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Records Specialist

Administrative Job Family

Job Summary: Processes report requests and background checks. Reads and codes officers' daily reports. Expunges records and enters accident reports and citations.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in administrative assistance or office management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Police Record Specialist	Non-Exempt	40	\$36,559	\$45,825	\$55,091	\$46,846
City of Rockville, MD	Records Management Clerk	Non-Exempt	40	\$43,754	\$54,692	\$65,630	\$55,239
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	Records Clerk II	N/A	40	\$35,970	\$47,661	\$59,351	N/A
Maryland-National Capital Park and Planning Commission	Records Management Aide	Non-Exempt	40	\$32,973	\$44,697	\$56,420	N/A
Town of Leesburg, VA	Records Supervisor	Non-Exempt	40	\$52,446	\$71,118	\$89,790	\$89,790
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$40,340	\$52,798	\$65,256	\$63,958
City of Frederick, MD	Records Specialist	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$48,988
City of Frederick, MD as a % of Public Sector Market Average				93%	93%	92%	77%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Records Clerk, Sr.		40	\$33,200	\$45,000	\$62,900	NA
Economic Research Institute	Clerk File - Level 2		40	\$35,624	\$40,906	\$47,524	NA
PayFactors	Records Clerk II		40	\$32,600	\$43,300	\$61,500	NA
Published Survey Market Average				\$33,808	\$43,069	\$57,308	N/A
City of Frederick, MD	Records Specialist	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$48,988
City of Frederick, MD as a % of Market Average				111%	114%	105%	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average					\$37,891	\$49,150	\$62,276	\$63,958
City of Frederick, MD	Records Specialist	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$48,988	
City of Frederick, MD as a % of Market Average					99%	100%	97%	77%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Airport Manager

Airport Job Family

Job Summary: Manages all strategic, operational, and financial activities of the Airport, as well as staff and the Air Traffic Control Tower. Responsible for all Federal Aviation Administration and Maryland Aviation Administration relationships, regulation, and grants.

Minimum Qualifications: Bachelor's Degree in Aviation Management, Business Administration, Public Administration, or a related field; 7 to 9 years' experience in airport operations; American Association of Airport Executives certification, Private Pilot license, and Airfield Driver Certification

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Airport Manager	Exempt	40	\$74,880	\$104,833	\$134,786	\$77,073
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Airport Director	Exempt	37.5	\$93,438	\$126,703	\$159,968	\$122,626
Washington County, MD	Airport Operations Manager	N/A	40	\$59,842	\$77,767	\$95,693	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$76,053	\$103,101	\$130,149	\$99,850
City of Frederick, MD	Airport Manager	Exempt	40	\$75,290	\$97,930	\$120,570	\$95,176
City of Frederick, MD as a % of Public Sector Market Average				99%	95%	93%	95%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Airport Manager - Level 2		40	\$96,450	\$115,134	\$138,645	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$96,450	\$115,134	\$138,645	N/A
City of Frederick, MD	Airport Manager	Exempt	40	\$75,290	\$97,930	\$120,570	\$95,176
City of Frederick, MD as a % of Market Average				78%	85%	87%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$81,153	\$106,109	\$132,273	\$99,850
City of Frederick, MD	Exempt	40	\$75,290	\$97,930	\$120,570	\$95,176
City of Frederick, MD as a % of Market Average			93%	92%	91%	95%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Communications Clerk

Communications Job Family

Job Summary: Provides City information, customer service, switchboard coverage, radio dispatch, and administrative support.

Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in communications or marketing

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Information Desk Receptionist	Non-Exempt	40	\$32,566	\$42,359	\$52,151	\$34,139
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Public Information Specialist	N/A	40	\$57,342	\$73,111	\$88,880	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$44,954	\$57,735	\$70,516	\$34,139
City of Frederick, MD	Communications Clerk	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$42,603
City of Frederick, MD as a % of Public Sector Market Average				84%	85%	86%	125%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Customer Service Representative II		40	\$34,100	\$43,100	\$54,800	NA
Economic Research Institute	Community Associate - Level 2		40	\$34,246	\$39,355	\$45,740	NA
PayFactors	Communications Assistant II		40	\$42,800	\$55,700	\$70,200	NA
Published Survey Market Average				\$37,049	\$46,052	\$56,913	N/A
City of Frederick, MD	Communications Clerk	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$42,603
City of Frederick, MD as a % of Market Average				102%	106%	106%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$40,211	\$50,725	\$62,354	\$34,139
City of Frederick, MD	Communications Clerk	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$42,603
City of Frederick, MD as a % of Market Average				94%	97%	97%	125%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Manager of Communications

Communications Job Family

Job Summary: Manages the City-wide communications, marketing, public information, and outreach activities. Reports to the Mayor.

Minimum Qualifications: Bachelor's Degree in Communications, Marketing, or a related field; 7 to 9 years' experience in communications or marketing

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Communications Manager	Exempt	40	\$71,602	\$93,058	\$114,515	\$78,403
City of Gaithersburg, MD	Director of Community & Public Relations	Exempt	40	\$136,842	\$164,211	\$191,579	\$169,359
City of Hagerstown, MD	Communications Officer	Exempt	40	\$64,557	\$84,204	\$103,851	\$89,814
City of Rockville, MD	Director of Communications	Non-Exempt	40	\$109,125	\$144,591	\$180,056	\$146,037
Frederick County, MD	Communications Director	Exempt	40	\$93,666	\$128,790	\$163,915	\$119,052
Loudoun County, VA	Public Affairs & Communications Officer	N/A	40	\$98,829	\$143,302	\$187,774	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Public Information Officer	Exempt	37.5	\$72,952	\$98,923	\$124,893	\$124,893
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Director, Communications & Community Relations	Exempt	40	\$124,361	\$155,452	\$186,542	\$184,661
Public Sector Market Average				\$96,492	\$126,566	\$156,641	\$130,317
City of Frederick, MD	Manager of Communications	Exempt	40	\$69,728	\$90,683	\$111,638	\$76,701
City of Frederick, MD as a % of Public Sector Market Average				72%	72%	71%	59%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Communications Director		40	\$117,600	\$162,300	\$212,600	NA
Economic Research Institute	Communications Manager - Level 3		40	\$101,923	\$121,657	\$146,302	NA
PayFactors	Communications Director		40	\$126,000	\$167,800	\$226,800	NA
Published Survey Market Average				\$115,174	\$150,586	\$195,234	N/A
City of Frederick, MD	Manager of Communications	Exempt	40	\$69,728	\$90,683	\$111,638	\$76,701
City of Frederick, MD as a % of Market Average				61%	60%	57%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$101,587	\$133,117	\$167,166	\$130,317
City of Frederick, MD	Manager of Communications	Exempt	40	\$69,728	\$90,683	\$111,638
City of Frederick, MD as a % of Market Average			69%	68%	67%	59%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Police Dispatcher

Communications Job Family

Job Summary: Processes emergency and non-emergency calls for service. Dispatches resources as needed and aids in providing officers with pertinent information. Performs crisis intervention.

Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in call center or dispatch; Emergency Medical Services, Fire, and Police dispatch certification

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Emergency Communications Specialist II	Non-Exempt	40	\$45,969	\$59,771	\$73,574	\$48,728
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Police Communications Operator	Non-Exempt	40	\$54,095	\$68,972	\$83,849	\$69,662
Frederick County, MD	Emergency Communications Specialist II	Non-Exempt	40	\$45,085	\$58,611	\$72,137	\$47,342
Loudoun County, VA	Public Safety Telecommunicator II	N/A	40	\$48,116	\$64,957	\$81,797	N/A
Maryland-National Capital Park and Planning Commission	Park Police Communications Technician	Non-Exempt	40	\$32,973	\$44,697	\$56,420	N/A
Town of Leesburg, VA	Communication Technician	Non-Exempt	38	\$47,512	\$63,735	\$79,959	\$48,224
Washington County, MD	Emergency Communications Specialist II	N/A	40	\$47,521	\$61,758	\$75,995	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$45,896	\$60,357	\$74,819	\$53,489
City of Frederick, MD	Police Dispatcher	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$45,317
City of Frederick, MD as a % of Public Sector Market Average				89%	88%	87%	85%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Emergency Dispatch Operator		40	\$32,300	\$45,500	\$53,200	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$32,300	\$45,500	\$53,200	N/A
City of Frederick, MD	Police Dispatcher	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$45,317
City of Frederick, MD as a % of Market Average				126%	116%	122%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$44,196	\$58,500	\$72,116	\$53,489
City of Frederick, MD	Police Dispatcher	Non-Exempt	\$40,689	\$52,913	\$65,137	\$45,317
City of Frederick, MD as a % of Market Average			92%	90%	90%	85%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Video Producer

Communications Job Family

Job Summary: Produces content for online broadcasts and social media channels. Provides audio/visual supports as needed.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in digital media production

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Media Technician	Non-Exempt	40	\$38,726	\$50,334	\$61,943	\$41,904
City of Gaithersburg, MD	Television Production Specialist	Exempt	40	\$59,761	\$78,586	\$97,411	\$81,732
City of Hagerstown, MD	TV Production/ Web Coordinator	N/A	40	\$43,897	\$57,262	\$70,627	\$70,627
City of Rockville, MD	Multi-Media Production Specialist	Exempt	40	\$57,342	\$73,111	\$88,880	\$73,842
Frederick County, MD	Video Producer	Non-Exempt	40	\$48,241	\$62,714	\$77,186	\$60,644
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Assistant Public Information Officer	Non-Exempt	37.5	\$51,515	\$70,069	\$88,624	\$61,291
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$49,914	\$65,346	\$80,778	\$65,006
City of Frederick, MD	Video Producer	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$52,914
City of Frederick, MD as a % of Public Sector Market Average				88%	87%	87%	81%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Videographer - Level 1		40	\$48,311	\$56,619	\$67,727	NA
PayFactors	Videographer		40	\$38,000	\$55,200	\$60,500	NA
Published Survey Market Average				\$43,156	\$55,910	\$64,114	N/A
City of Frederick, MD	Video Producer	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$52,914
City of Frederick, MD as a % of Market Average				102%	102%	110%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$48,224	\$62,987	\$76,612	\$65,006
City of Frederick, MD	Video Producer	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$52,914
City of Frederick, MD as a % of Market Average				91%	91%	92%	81%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Director of Economic Development

Economic Development Job Family

Job Summary: Directs the Departments of Economic Development, Parking, Airport, and Weinberg Center for the Arts.

Minimum Qualifications: Bachelor's Degree in Business Administration, Public Administration, or a related field; 9+ years' experience in economic development

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Director, Economic Development	Exempt	40	\$109,264	\$152,962	\$196,661	\$142,405
City of Gaithersburg, MD	Economic Development Manager	Exempt	40	\$83,966	\$110,835	\$137,704	\$103,131
City of Hagerstown, MD	Director of Community and Economic Development	Exempt	40	\$82,591	\$107,718	\$132,846	\$130,882
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	Division Director Economic and Workforce Development	Exempt	40	\$118,545	\$163,000	\$207,455	\$142,797
Loudoun County, VA	Business Development Manager II	N/A	40	\$73,883	\$101,589	\$129,295	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Economic Development Director	Exempt	37.5	\$93,438	\$126,703	\$159,968	\$134,983
Washington County, MD	Director of Business Development	N/A	40	\$87,906	\$114,234	\$140,562	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$92,799	\$125,292	\$157,784	\$130,840
City of Frederick, MD	Director of Economic Development	Exempt	40	\$87,839	\$114,233	\$140,627	\$137,806
City of Frederick, MD as a % of Public Sector Market Average				95%	91%	89%	105%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	Economic Development Manager		40	\$61,400	\$123,300	\$167,700	NA
Published Survey Market Average				\$61,400	\$123,300	\$167,700	N/A
City of Frederick, MD	Director of Economic Development	Exempt	40	\$87,839	\$114,233	\$140,627	\$137,806
City of Frederick, MD as a % of Market Average				143%	93%	84%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$88,874	\$125,043	\$159,024	\$130,840
City of Frederick, MD	Director of Economic Development	Exempt	\$87,839	\$114,233	\$140,627	\$137,806
City of Frederick, MD as a % of Market Average			99%	91%	88%	105%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

GIS Technician

GIS and Mapping Job Family

Job Summary: Creates, edits, and manages geographic information products and maps within the City's GIS database.

Minimum Qualifications: Associate's Degree or 2 Years of College in Geographic information systems or a related field; 3 to 5 years' experience in surveying or GIS

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	GIS Analyst	Non-Exempt	40	\$50,157	\$65,189	\$80,220	\$67,924
City of Gaithersburg, MD	GIS Specialist I	Exempt	40	\$59,761	\$78,586	\$97,411	N/A
City of Hagerstown, MD	GIS Technician	Non-Exempt	40	\$44,924	\$55,716	\$66,508	N/A
City of Rockville, MD	GIS Specialist	Exempt	40	\$64,429	\$82,147	\$99,865	\$82,969
Frederick County, MD	GIS Specialist	Non-Exempt	40	\$42,136	\$54,777	\$67,417	\$44,384
Loudoun County, VA	GIS Specialist	N/A	40	\$51,543	\$69,583	\$87,623	N/A
Maryland-National Capital Park and Planning Commission	GIS Specialist II	Non-Exempt	40	\$55,157	\$74,768	\$94,379	N/A
Town of Leesburg, VA	GIS Coordinator	Exempt	37.5	\$75,066	\$101,714	\$128,362	\$122,741
Washington County, MD	GIS Analyst	N/A	40	\$55,429	\$71,992	\$88,556	N/A
Washington Suburban Sanitary Commission (MD)	GIS Technician II	Non-Exempt	40	\$52,230	\$65,980	\$79,730	\$75,484
Public Sector Market Average				\$55,083	\$72,045	\$89,007	\$78,701
City of Frederick, MD	GIS Technician	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$53,853
City of Frederick, MD as a % of Public Sector Market Average				86%	86%	85%	68%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	GIS Analyst II		40	\$59,900	\$73,800	\$96,800	NA
Economic Research Institute	GIS Technician - Level 2		40	\$41,910	\$50,276	\$61,301	NA
PayFactors	Geographic Information Systems (GIS) Analyst II		40	\$52,200	\$67,300	\$71,900	NA
Published Survey Market Average				\$51,337	\$63,792	\$76,667	N/A
City of Frederick, MD	GIS Technician	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$53,853
City of Frederick, MD as a % of Market Average				92%	97%	99%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$54,219	\$70,141	\$86,159	\$78,701
City of Frederick, MD	GIS Technician	Non-Exempt	40	\$47,450	\$61,707	\$53,853
City of Frederick, MD as a % of Market Average			88%	88%	88%	68%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Mapping Technician

GIS and Mapping Job Family

Job Summary: Assists in the management and maintenance of GIS Utility Map and water/sewer models. Maintains updates to Electronic Data Warehouse file and storage of hard copies for both the Engineering and Building Permit departments. Provides qualitative and quantitative utility data files for "Requests for Information" for internal City projects and external Consultant requests.

Minimum Qualifications: Associate's Degree or 2 Years of College in Geographic information systems or a related field; 3 to 5 years' experience in surveying or GIS

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	GIS Technician	Non-Exempt	40	\$45,969	\$59,771	\$73,574	\$49,691
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	GIS Technician	N/A	40	\$37,440	\$39,520	\$41,600	N/A
Frederick County, MD	GIS Analyst	Exempt	40	\$63,235	\$82,205	\$101,175	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	Land Survey Technician II	Non-Exempt	40	\$46,338	\$62,813	\$79,289	N/A
Town of Leesburg, VA	GIS/Asset Management Coordinator	Exempt	37.5	\$75,066	\$101,714	\$128,362	\$81,190
Washington County, MD	Survey Technician	N/A	40	\$43,977	\$57,141	\$70,305	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$52,004	\$67,194	\$82,384	\$65,441
City of Frederick, MD	Mapping Technician	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$69,901
City of Frederick, MD as a % of Public Sector Market Average				91%	92%	92%	107%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Mapping Technician - Level 2		40	\$42,009	\$50,400	\$61,511	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$42,009	\$50,400	\$61,511	N/A
City of Frederick, MD	Mapping Technician	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$69,901
City of Frederick, MD as a % of Market Average				113%	122%	123%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$50,576	\$64,795	\$79,402	\$65,441
City of Frederick, MD	Mapping Technician	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$69,901
City of Frederick, MD as a % of Market Average				94%	95%	96%	107%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Licensed Practical Nurse

Health Job Family

Job Summary: Provides direct and indirect patient care, which includes nursing care as well as administrative tasks associated with patient care.

Minimum Qualifications: 6 months+ training beyond High School; 1 to 3 years' experience in nursing or public health; Licensed Nurse Practitioner certification

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	LPN School Health	Non-Exempt	35	\$51,526	\$66,984	\$82,442	\$49,188
Loudoun County, VA	Licensed Practical Nurse	N/A	40	\$49,800	\$67,230	\$84,660	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$50,663	\$67,107	\$83,551	\$49,188
City of Frederick, MD	Licensed Practical Nurse	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$44,810
City of Frederick, MD as a % of Public Sector Market Average				87%	85%	84%	91%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Licensed Practical Nurse		40	\$45,600	\$55,200	\$67,600	NA
Economic Research Institute	Licensed Practical Nurse - Level 2		40	\$47,194	\$53,828	\$62,413	NA
PayFactors	Nurse (LPN)		40	\$43,500	\$52,100	\$60,900	NA
Published Survey Market Average				\$45,431	\$53,709	\$63,638	N/A
City of Frederick, MD	Licensed Practical Nurse	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$44,810
City of Frederick, MD as a % of Market Average				97%	106%	111%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$47,524	\$59,068	\$71,603	\$49,188
City of Frederick, MD	Licensed Practical Nurse	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$44,810
City of Frederick, MD as a % of Market Average				92%	97%	98%	91%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Nurse Practitioner/Physician Assistant

Health Job Family

Job Summary: Provides general and preventative care, conducts check-ups, treats illnesses, orders labs and prescribes medication for children from birth to twenty one years of age. Supervises other nursing staff.

Minimum Qualifications: Graduate Degree in Nursing or a related field; 5 to 7 years' experience in nursing or public health; Nurse Practitioner certification

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	Registered Nurse II	Exempt	40	\$67,661	\$87,959	\$108,258	N/A
Loudoun County, VA	Registered Nurse	N/A	40	\$55,714	\$78,000	\$100,286	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$61,688	\$82,980	\$104,272	N/A
City of Frederick, MD	Nurse Practitioner/Physician Assistant	Exempt	40	\$75,290	\$97,930	\$120,570	\$112,947
City of Frederick, MD as a % of Public Sector Market Average				122%	118%	116%	N/A

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Staff Nurse - RN III		40	\$76,800	\$98,400	\$125,000	NA
Economic Research Institute	Nurse Practitioner - Level 2		40	\$110,268	\$125,352	\$144,319	NA
PayFactors	Nurse (RN) II		40	\$67,100	\$93,000	\$120,800	NA
Published Survey Market Average				\$84,723	\$105,584	\$130,040	N/A
City of Frederick, MD	Nurse Practitioner/Physician Assistant	Exempt	40	\$75,290	\$97,930	\$120,570	\$112,947
City of Frederick, MD as a % of Market Average				89%	93%	93%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$75,509	\$96,542	\$119,732	N/A
City of Frederick, MD	Nurse Practitioner/Physician Assistant	Exempt	40	\$75,290	\$97,930	\$120,570
City of Frederick, MD as a % of Market Average			100%	101%	101%	N/A

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Human Resources Generalist

Human Resources Job Family

Job Summary: Performs multiple functions within human resources, including training coordination, administration of the learning management system, exit interviews, recruiting, handbook and policy review and updates and other special projects.

Minimum Qualifications: Bachelor's Degree in Business Administration, Human Resources, Labor Relations, or a related field; 3 to 5 years' experience in human resources administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Personnel Analyst	Exempt	40	\$65,665	\$85,382	\$105,099	\$72,377
City of Gaithersburg, MD	Human Resources Generalist II	Exempt	40	\$59,761	\$78,586	\$97,411	\$73,574
City of Hagerstown, MD	Risk/Human Resources Administrator	Exempt	40	\$61,779	\$80,559	\$99,340	\$97,872
City of Rockville, MD	Human Resources Specialist	Exempt	40	\$68,295	\$87,085	\$105,875	\$87,947
Frederick County, MD	Human Resources Generalist	Exempt	40	\$55,232	\$71,801	\$88,370	N/A
Loudoun County, VA	HR Generalist I	N/A	40	\$53,347	\$72,018	\$90,690	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Human Resources Generalist	Exempt	37.5	\$61,857	\$83,877	\$105,896	\$81,078
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Human Resources Generalist	Exempt	40	\$76,467	\$96,599	\$116,731	\$111,141
Public Sector Market Average				\$62,800	\$81,988	\$101,177	\$87,332
City of Frederick, MD	Human Resources Generalist	Exempt	40	\$55,358	\$71,985	\$88,612	\$60,893
City of Frederick, MD as a % of Public Sector Market Average				88%	88%	88%	70%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Human Resources Generalist II		40	\$58,600	\$73,500	\$90,900	NA
Economic Research Institute	Human Resources Generalist - Level 2		40	\$67,646	\$79,779	\$95,573	NA
PayFactors	Human Resources Generalist II		40	\$56,700	\$72,500	\$90,300	NA
Published Survey Market Average				\$60,982	\$75,260	\$92,258	N/A
City of Frederick, MD	Human Resources Generalist	Exempt	40	\$55,358	\$71,985	\$88,612	\$60,893
City of Frederick, MD as a % of Market Average				91%	96%	96%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$62,304	\$80,153	\$98,744	\$87,332
City of Frederick, MD	Human Resources Generalist	Exempt	40	\$55,358	\$71,985	\$88,612	\$60,893
City of Frederick, MD as a % of Market Average				89%	90%	90%	70%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Training Coordinator

Human Resources Job Family

Job Summary: Coordinates training and ensures that training needs of departments are met.

Minimum Qualifications: Associate's Degree or 2 Years of College in Business Administration, Human Resources, Labor Relations, or a related field; 3 to 5 years' experience in training

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Safety Training Coordinator	Non-Exempt	40	\$55,274	\$71,879	\$88,484	\$56,337
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Human Resources Administrator	Exempt	37.5	\$81,889	\$106,456	\$131,023	\$106,456
Frederick County, MD	Training Coordinator	Non-Exempt	40	\$34,395	\$44,714	\$55,033	N/A
Loudoun County, VA	Training Coordinator	N/A	40	\$49,800	\$67,230	\$84,660	N/A
Maryland-National Capital Park and Planning Commission	Training Specialist	Exempt	40	\$59,492	\$80,745	\$101,999	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Safety Compliance/Training Coordinator	N/A	40	\$59,842	\$77,767	\$95,693	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$56,782	\$74,799	\$92,815	\$81,397
City of Frederick, MD	Training Coordinator	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$44,758
City of Frederick, MD as a % of Public Sector Market Average				72%	71%	70%	55%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Training Administrator		40	\$52,800	\$70,500	\$94,300	NA
Economic Research Institute	Training Coordinator - Level 2		40	\$44,461	\$53,352	\$64,502	NA
PayFactors	Training Coordinator		40	\$50,600	\$67,700	\$93,500	NA
Published Survey Market Average				\$49,287	\$63,851	\$84,101	N/A
City of Frederick, MD	Training Coordinator	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$44,758
City of Frederick, MD as a % of Market Average				83%	83%	77%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$54,284	\$71,149	\$89,910	\$81,397
City of Frederick, MD	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$44,758
City of Frederick, MD as a % of Market Average			75%	74%	72%	55%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Helpdesk Technician

Information Technology Job Family

Job Summary: Administers the Helpdesk and provides desktop support. Troubleshoots and manages technology applications, user accounts, and hardware.

Minimum Qualifications: Associate's Degree or 2 Years of College in Information Technology or a related field; 1 to 3 years' experience in technical support

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Help Desk Specialist	Non-Exempt	40	\$45,969	\$59,771	\$73,574	\$48,960
City of Gaithersburg, MD	Helpdesk Technician I	Non-Exempt	40	\$48,331	\$63,314	\$78,297	\$53,081
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Help Desk Technician	N/A	40	\$34,902	\$45,708	\$56,514	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	Help Desk Tier 3	Non-Exempt	40	\$30,822	\$39,298	\$47,774	N/A
Town of Leesburg, VA	Customer Service Technician	Non-Exempt	37.5	\$53,968	\$73,126	\$92,284	\$79,214
Washington County, MD	Technical Support Analyst II	N/A	40	\$59,842	\$77,767	\$95,693	N/A
Washington Suburban Sanitary Commission (MD)	IT Support Analyst	Non-Exempt	40	\$46,758	\$58,423	\$70,088	\$60,395
Public Sector Market Average				\$45,799	\$59,630	\$73,460	\$60,413
City of Frederick, MD	Helpdesk Technician	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$47,450
City of Frederick, MD as a % of Public Sector Market Average				104%	103%	103%	79%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Help Desk Support		40	\$46,500	\$59,300	\$74,900	NA
Economic Research Institute	Help Desk Representative - Level 2		40	\$48,021	\$57,524	\$69,968	NA
PayFactors	IT Help Desk Support Specialist II		40	\$43,600	\$55,900	\$72,000	NA
Published Survey Market Average				\$46,040	\$57,575	\$72,289	N/A
City of Frederick, MD	Helpdesk Technician	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$47,450
City of Frederick, MD as a % of Market Average				103%	107%	105%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$45,871	\$59,013	\$73,109	\$60,413
City of Frederick, MD	Helpdesk Technician	Non-Exempt	40	\$47,450	\$61,707	\$75,964
City of Frederick, MD as a % of Market Average			103%	105%	104%	79%

NA = Data Not Available
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 The overall market average is a straight average of all data points
 The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Manager of Information Technology

Information Technology Job Family

Job Summary: Manages all Citywide technology hardware and software.

Minimum Qualifications: Bachelor's Degree in Information Technology or a related field; 9+ years' experience in IT administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Systems and Client Services Manager	Exempt	40	\$78,071	\$101,477	\$124,882	\$92,891
City of Gaithersburg, MD	Business Systems Division Manager	Exempt	40	\$92,572	\$122,658	\$152,744	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	IT End User Services Manager	Exempt	40	\$83,801	\$108,942	\$134,083	\$110,031
Frederick County, MD	Divisional Technology Manager	Exempt	40	\$72,397	\$94,116	\$115,836	\$90,984
Loudoun County, VA	IT Manager II	N/A	40	\$76,469	\$105,145	\$133,821	N/A
Maryland-National Capital Park and Planning Commission	IT Manager	Exempt	40	\$100,578	\$136,343	\$172,108	N/A
Town of Leesburg, VA	Deputy Director of IT	Exempt	37.5	\$86,040	\$116,670	\$147,299	\$146,016
Washington County, MD	Deputy Director IS-Infrastructure/Operations	N/A	40	\$81,396	\$105,759	\$130,122	N/A
Washington Suburban Sanitary Commission (MD)	Division Manager, Enterprise Systems & Implementation	Exempt	40	\$110,194	\$137,793	\$165,391	\$159,617
Public Sector Market Average				\$86,835	\$114,323	\$141,810	\$119,908
City of Frederick, MD	Manager of Information Technology	Exempt	40	\$81,328	\$105,764	\$130,200	\$108,663
City of Frederick, MD as a % of Public Sector Market Average				94%	93%	92%	91%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	IT Department Manager		40	\$107,200	\$135,500	\$163,600	NA
Economic Research Institute	Information Technology Manager - Level 2		40	\$89,868	\$107,405	\$129,614	NA
PayFactors	IT Manager		40	\$101,200	\$136,900	\$173,000	NA
Published Survey Market Average				\$99,423	\$126,602	\$155,405	N/A
City of Frederick, MD	Manager of Information Technology	Exempt	40	\$81,328	\$105,764	\$130,200	\$108,663
City of Frederick, MD as a % of Market Average				82%	84%	84%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$89,982	\$117,392	\$145,208	\$119,908
City of Frederick, MD	Manager of Information Technology	Exempt	40	\$81,328	\$105,764	\$130,200
City of Frederick, MD as a % of Market Average			90%	90%	90%	91%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Network Systems Administrator

Information Technology Job Family

Job Summary: Manages user network access to City systems. Optimizes and oversees software areas.

Minimum Qualifications: Bachelor's Degree in Information Technology or a related field; 3 to 5 years' experience in network administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Network Manager	Exempt	40	\$71,602	\$93,058	\$114,515	\$72,975
City of Gaithersburg, MD	Network Operations Specialist II	Non-Exempt	40	\$67,782	\$89,133	\$110,484	N/A
City of Hagerstown, MD	IT Systems Administrator	N/A	40	\$46,019	\$60,143	\$74,268	\$69,248
City of Rockville, MD	Information Systems Engineer	N/A	40	\$68,295	\$87,085	\$105,875	N/A
Frederick County, MD	Network Engineer	Exempt	40	\$63,235	\$82,205	\$101,175	N/A
Loudoun County, VA	Systems Analyst III	N/A	40	\$66,638	\$91,628	\$116,617	N/A
Maryland-National Capital Park and Planning Commission	Systems Analyst	Exempt	40	\$59,492	\$80,745	\$101,999	N/A
Town of Leesburg, VA	Senior Network Engineer	Non-Exempt	37.5	\$70,374	\$95,357	\$120,339	\$111,224
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Sr Data Network Engineer	Exempt	40	\$82,795	\$103,543	\$124,291	\$124,291
Public Sector Market Average				\$66,248	\$86,989	\$107,729	\$94,435
City of Frederick, MD	Network Systems Administrator	Exempt	40	\$59,773	\$77,736	\$95,698	\$78,525
City of Frederick, MD as a % of Public Sector Market Average				90%	89%	89%	83%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Network Administrator II		40	\$66,700	\$84,300	\$101,800	NA
Economic Research Institute	Network Specialist - Level 2		40	\$68,539	\$82,376	\$100,101	NA
PayFactors	IT Network Control Technician II		40	\$55,500	\$78,300	\$103,900	NA
Published Survey Market Average				\$63,580	\$81,659	\$101,934	N/A
City of Frederick, MD	Network Systems Administrator	Exempt	40	\$59,773	\$77,736	\$95,698	\$78,525
City of Frederick, MD as a % of Market Average				94%	95%	94%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$65,581	\$85,656	\$106,280	\$94,435
City of Frederick, MD	Network Systems Administrator	Exempt	40	\$59,773	\$77,736	\$95,698
City of Frederick, MD as a % of Market Average			91%	91%	90%	83%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Chief Building Code Official

Inspection and Code Enforcement Job Family

Job Summary: Manages the Building and Code Enforcement Department. Develops and directs the implementation of goals, objectives, policies, procedures and work standards, and the enforcement of and compliance with codes, laws and development regulations administered by the City of Frederick.

Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in building code enforcement; ICC certification

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	Director of Planning & Code Administration	Exempt	40	\$136,842	\$164,211	\$191,579	N/A
City of Hagerstown, MD	Chief Code Official	Exempt	40	\$67,866	\$88,550	\$109,235	\$109,235
City of Rockville, MD	Director of Community Planning & Development Services	N/A	40	\$118,031	\$160,286	\$202,541	N/A
Frederick County, MD	Chief Building Inspector	Exempt	40	\$67,661	\$87,959	\$108,258	\$59,652
Loudoun County, VA	Building Code Operations Mgr	N/A	40	\$71,385	\$98,154	\$124,923	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Zoning Administrator	Exempt	37.5	\$79,227	\$107,432	\$135,636	N/A
Washington County, MD	Chief Building Inspector	N/A	40	\$69,823	\$90,702	\$111,581	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$87,262	\$113,899	\$140,536	\$84,444
City of Frederick, MD	Chief Building Code Official	Exempt	40	\$75,290	\$97,930	\$120,570	\$120,161
City of Frederick, MD as a % of Public Sector Market Average				86%	86%	86%	142%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Chief Building Code Official	Exempt	40	\$75,290	\$97,930	\$120,570	\$120,161
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average						\$87,262	\$113,899	\$140,536
City of Frederick, MD	Chief Building Code Official	Exempt	40	\$75,290	\$97,930	\$120,570	\$120,161	
City of Frederick, MD as a % of Market Average						86%	86%	142%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Electrical Inspector

Inspection and Code Enforcement Job Family

Job Summary: Performs electrical inspections, develops and posts reports, and answers inquiries.

Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in electrician; Electrical license

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Electrical Inspector I	Non-Exempt	40	\$50,157	\$65,189	\$80,220	\$50,157
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Electrical Inspector	N/A	40	\$48,089	\$62,870	\$77,651	\$76,504
City of Rockville, MD	Codes Inspector	Non-Exempt	40	\$57,342	\$73,111	\$88,880	\$73,842
Frederick County, MD	Electrical Inspector I	Non-Exempt	40	\$55,232	\$71,801	\$88,370	\$54,628
Loudoun County, VA	Inspector	N/A	40	\$48,116	\$64,957	\$81,797	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Electrical Inspector I	N/A	40	\$55,429	\$71,992	\$88,556	N/A
Washington Suburban Sanitary Commission (MD)	Electrical Inspector	Non-Exempt	40	\$63,198	\$79,836	\$96,475	\$93,411
Public Sector Market Average				\$53,938	\$69,965	\$85,993	\$69,708
City of Frederick, MD	Electrical Inspector	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$54,303
City of Frederick, MD as a % of Public Sector Market Average				88%	88%	88%	78%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Electrical Inspector - Level 2		40	\$44,150	\$52,931	\$64,496	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$44,150	\$52,931	\$64,496	N/A
City of Frederick, MD	Electrical Inspector	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$54,303
City of Frederick, MD as a % of Market Average				107%	117%	118%	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average					\$52,714	\$67,836	\$83,306	\$69,708
City of Frederick, MD	Electrical Inspector	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$54,303	
City of Frederick, MD as a % of Market Average					90%	91%	91%	78%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Permits Technician

Inspection and Code Enforcement Job Family

Job Summary: Processes online, mail-in, and drop-off applications for various permits and licenses, which may include building, plumbing, electrical, fire protection and vendor/peddler permits and licenses for plumbers, utility contractors, and electricians. Calculates, collects, and reports various fees.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in administrative assistance or office management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Plans Permit Processor I	Non-Exempt	40	\$35,491	\$46,169	\$56,847	\$40,260
City of Gaithersburg, MD	Administrative Technician II	Non-Exempt	40	\$44,751	\$58,401	\$72,050	\$53,958
City of Hagerstown, MD	Permits/Licensing Technician	Non-Exempt	40	\$36,559	\$45,825	\$55,091	\$36,559
City of Rockville, MD	Permit Technician	Non-Exempt	40	\$54,095	\$68,972	\$83,849	\$69,662
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	Permit Technician II	N/A	40	\$41,930	\$56,606	\$71,281	N/A
Maryland-National Capital Park and Planning Commission	Information/Permitting Technician	Non-Exempt	40	\$40,936	\$55,493	\$70,050	N/A
Town of Leesburg, VA	Zoning Analyst	Non-Exempt	37.5	\$60,753	\$82,383	\$104,013	\$67,200
Washington County, MD	Permits Technician I	N/A	40	\$43,977	\$57,141	\$70,305	N/A
Washington Suburban Sanitary Commission (MD)	Permit Agent	Non-Exempt	40	\$57,452	\$72,577	\$87,702	\$76,171
Public Sector Market Average				\$46,216	\$60,396	\$74,577	\$57,302
City of Frederick, MD	Permits Technician	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$49,968
City of Frederick, MD as a % of Public Sector Market Average				88%	88%	87%	87%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Permit Technician - Level 2		40	\$40,881	\$48,978	\$59,858	NA
PayFactors	Permitting Specialist		40	\$34,100	\$47,800	\$74,200	NA
Published Survey Market Average				\$37,491	\$48,389	\$67,029	N/A
City of Frederick, MD	Permits Technician	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$49,968
City of Frederick, MD as a % of Market Average				109%	109%	97%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$44,630	\$58,213	\$73,204	\$57,302
City of Frederick, MD	Permits Technician	Non-Exempt	\$40,689	\$52,913	\$65,137	\$49,968
City of Frederick, MD as a % of Market Average			91%	91%	89%	87%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Plumbing Inspector

Inspection and Code Enforcement Job Family

Job Summary: Performs plumbing inspections, develops and posts reports, and answers inquiries.

Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in plumbing; Plumber/Gas Fitter license

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Plumbing Inspector I	Non-Exempt	40	\$50,157	\$65,189	\$80,220	\$50,157
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Plumbing Inspector	N/A	40	\$43,897	\$57,262	\$70,627	N/A
City of Rockville, MD	Codes Inspector	Non-Exempt	40	\$57,342	\$73,111	\$88,880	\$73,842
Frederick County, MD	Plumbing Inspector I	Non-Exempt	40	\$55,232	\$71,801	\$88,370	\$55,170
Loudoun County, VA	Inspector	N/A	40	\$48,116	\$64,957	\$81,797	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Plumbing Inspector I	N/A	40	\$55,429	\$71,992	\$88,556	N/A
Washington Suburban Sanitary Commission (MD)	Plumbing Inspector	Non-Exempt	40	\$63,198	\$79,836	\$96,475	\$80,622
Public Sector Market Average				\$53,339	\$69,164	\$84,989	\$64,948
City of Frederick, MD	Plumbing Inspector	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$60,320
City of Frederick, MD as a % of Public Sector Market Average				89%	89%	89%	93%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Building Inspector - Level 2		40	\$49,978	\$60,021	\$73,224	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$49,978	\$60,021	\$73,224	N/A
City of Frederick, MD	Plumbing Inspector	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$60,320
City of Frederick, MD as a % of Market Average				95%	103%	104%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$52,919	\$68,021	\$83,519	\$64,948
City of Frederick, MD	Plumbing Inspector	Non-Exempt	\$47,450	\$61,707	\$75,964	\$60,320
City of Frederick, MD as a % of Market Average			90%	91%	91%	93%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Senior Building Inspector

Inspection and Code Enforcement Job Family

Job Summary: Receives and completes calls for inspections. Processes paperwork, answers questions on codes, and resolves problems as they arise. Oversees the work of junior inspectors.

Minimum Qualifications: 6 months+ training beyond High School; 5 to 7 years' experience in construction or inspection; Residential and Commercial Inspection certificates

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Chief Building Inspector	Non-Exempt	40	\$60,215	\$78,326	\$96,437	\$63,050
City of Gaithersburg, MD	Code Inspector	N/A	40	\$67,782	\$89,133	\$110,484	N/A
City of Hagerstown, MD	Building Inspector III	Exempt	40	\$48,089	\$62,870	\$77,651	\$74,155
City of Rockville, MD	Senior Construction Inspector	N/A	40	\$60,782	\$77,498	\$94,213	N/A
Frederick County, MD	Building Inspector II	Non-Exempt	40	\$55,232	\$71,801	\$88,370	\$57,190
Loudoun County, VA	Inspections Field Supervisor	N/A	40	\$51,543	\$69,583	\$87,623	N/A
Maryland-National Capital Park and Planning Commission	Construction Inspector, Senior	Exempt	40	\$52,531	\$71,210	\$89,890	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Building Inspector II	N/A	40	\$55,429	\$71,992	\$88,556	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$56,450	\$74,052	\$91,653	\$64,798
City of Frederick, MD	Senior Building Inspector	Non-Exempt	40	\$59,773	\$77,736	\$95,698	\$87,113
City of Frederick, MD as a % of Public Sector Market Average				106%	105%	104%	134%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Building Inspector, Sr.		40	\$57,100	\$77,500	\$103,500	NA
Economic Research Institute	Building Inspector - Level 3		40	\$57,461	\$69,228	\$84,479	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$57,281	\$73,364	\$93,990	N/A
City of Frederick, MD	Senior Building Inspector	Non-Exempt	40	\$59,773	\$77,736	\$95,698	\$87,113
City of Frederick, MD as a % of Market Average				104%	106%	102%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$56,616	\$73,914	\$92,120	\$64,798
City of Frederick, MD	Senior Building Inspector	Non-Exempt	40	\$59,773	\$77,736	\$95,698
City of Frederick, MD as a % of Market Average			106%	105%	104%	134%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Senior Electrical Inspector

Inspection and Code Enforcement Job Family

Job Summary: Performs electrical inspections, develops and posts reports, and answers inquiries. Oversees junior inspectors.

Minimum Qualifications: 6 months+ training beyond High School; 5 to 7 years' experience in electrician; Electrical license

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Chief Electrical Inspector	Non-Exempt	40	\$60,215	\$78,326	\$96,437	\$61,389
City of Gaithersburg, MD	Chief Electrical Reviewer	Non-Exempt	40	\$67,782	\$89,133	\$110,484	\$88,749
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Senior Codes Inspector	Non-Exempt	40	\$60,782	\$77,498	\$94,213	\$77,802
Frederick County, MD	Electrical Inspector II	Non-Exempt	40	\$59,098	\$76,827	\$94,556	\$65,251
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Electrical Inspector II	N/A	40	\$59,842	\$77,767	\$95,693	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$61,544	\$79,910	\$98,277	\$73,298
City of Frederick, MD	Senior Electrical Inspector	Non-Exempt	40	\$55,358	\$71,985	\$88,612	\$88,612
City of Frederick, MD as a % of Public Sector Market Average				90%	90%	90%	121%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Electrical Inspector - Level 3		40	\$51,267	\$61,458	\$75,069	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$51,267	\$61,458	\$75,069	N/A
City of Frederick, MD	Senior Electrical Inspector	Non-Exempt	40	\$55,358	\$71,985	\$88,612	\$88,612
City of Frederick, MD as a % of Market Average				108%	117%	118%	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average					\$59,831	\$76,835	\$94,409	\$73,298
City of Frederick, MD	Senior Electrical Inspector	Non-Exempt	40	\$55,358	\$71,985	\$88,612	\$88,612	
City of Frederick, MD as a % of Market Average					93%	94%	94%	121%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Crime Analyst

Law Enforcement and Public Safety Job Family

Job Summary: Conducts analysis of crime data to identify trends and patterns. Updates crime statistics database.

Minimum Qualifications: Bachelor's Degree in Criminal Justice, Social Work, or a related field; 1 to 3 years' experience in criminal justice, intelligence, or statistics

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	Crime Analyst	Exempt	40	\$59,761	\$78,586	\$97,411	\$89,672
City of Hagerstown, MD	Crime Data and Intelligence Analyst	Non-Exempt	40	\$46,019	\$60,143	\$74,268	N/A
City of Rockville, MD	Crime Analyst	Non-Exempt	40	\$54,095	\$68,972	\$83,849	\$69,525
Frederick County, MD	Crime Analyst	Non-Exempt	40	\$48,241	\$62,714	\$77,186	\$81,699
Loudoun County, VA	Crime Analyst - CID	N/A	40	\$51,543	\$69,583	\$87,623	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Police Crime & Traffic Analyst	Non-Exempt	40	\$61,857	\$83,877	\$105,896	\$91,000
Washington County, MD	GIS/Crime Analyst - Sheriff	N/A	40	\$55,429	\$71,992	\$88,556	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$53,849	\$70,838	\$87,827	\$82,974
City of Frederick, MD	Crime Analyst	Exempt	40	\$51,241	\$66,647	\$82,052	\$58,553
City of Frederick, MD as a % of Public Sector Market Average				95%	94%	93%	71%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Crime Analyst	Exempt	40	\$51,241	\$66,647	\$82,052	\$58,553
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average					\$53,849	\$70,838	\$87,827	\$82,974
City of Frederick, MD	Crime Analyst	Exempt	40	\$51,241	\$66,647	\$82,052	\$58,553	
City of Frederick, MD as a % of Market Average					95%	94%	93%	71%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Crime Scene Investigator

Law Enforcement and Public Safety Job Family

Job Summary: Identifies, collects, and preserves evidence at crime scenes by utilizing a variety of highly-skilled photographic and evidence-gathering techniques. Processes crime scenes and items of evidence for biological and fingerprint evidence both in the field and in a laboratory setting.

Minimum Qualifications: Bachelor's Degree in Criminal Justice, Social Work, or a related field; 1 to 3 years' experience in crime scene investigation; Crime Scene Investigation certification

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Police Officer III & Master Police Officer	Non-Exempt	40	\$58,690	\$81,201	\$103,711	\$74,704
Washington County, MD	Investigator / Property Clerk - Sheriff	N/A	40	\$47,521	\$61,758	\$75,995	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$53,106	\$71,479	\$89,853	\$74,704
City of Frederick, MD	Crime Scene Investigator	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$40,689
City of Frederick, MD as a % of Public Sector Market Average				77%	74%	72%	54%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Criminal Investigator		40	\$40,100	\$76,700	\$91,900	NA
Economic Research Institute	Crime Laboratory Analyst - Level 2		40	\$65,461	\$77,419	\$92,698	NA
PayFactors	Crime Scene Technician		40	\$43,900	\$50,400	\$58,700	NA
Published Survey Market Average				\$49,820	\$68,173	\$81,099	N/A
City of Frederick, MD	Crime Scene Investigator	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$40,689
City of Frederick, MD as a % of Market Average				82%	78%	80%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$51,134	\$69,496	\$84,601	\$74,704
City of Frederick, MD	Crime Scene Investigator	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$40,689
City of Frederick, MD as a % of Market Average				80%	76%	77%	54%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Evidence & Property Custodian

Law Enforcement and Public Safety Job Family

Job Summary: Processes evidence and property received by the Frederick Police Department. Ensures all evidence is packaged properly with all required information according to the department policy. Properly disposes of or returns property and evidence per department policy.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in criminal justice, inventory management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	Police Accreditation/Property & Evidence Manager	Exempt	40	\$63,945	\$84,088	\$104,230	\$89,596
City of Hagerstown, MD	Evidence Custodian	Non-Exempt	40	\$44,923	\$55,716	\$66,508	\$63,239
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	Evidence and Property Technician	Non-Exempt	40	\$45,085	\$58,611	\$72,137	\$66,564
Loudoun County, VA	Property & Evidence Supervisor	N/A	40	\$46,489	\$62,760	\$79,031	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$50,111	\$65,293	\$80,476	\$73,133
City of Frederick, MD	Evidence & Property Custodian	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$44,775
City of Frederick, MD as a % of Public Sector Market Average				75%	75%	75%	61%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Property and Evidence Clerk		40	\$32,900	\$48,700	\$64,300	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$32,900	\$48,700	\$64,300	N/A
City of Frederick, MD	Evidence & Property Custodian	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$44,775
City of Frederick, MD as a % of Market Average				114%	101%	94%	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average					\$46,669	\$61,975	\$77,241	\$73,133
City of Frederick, MD	Evidence & Property Custodian	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$44,775	
City of Frederick, MD as a % of Market Average					81%	79%	78%	61%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Manager of Risk Safety & Compliance

Law Enforcement and Public Safety Job Family

Job Summary: Manages the Risk, Safety, and Compliance, which includes emergency management, insurance claim and policy management, and training and compliance.

Minimum Qualifications: Bachelor's Degree in Business Administration, Human Resources, Labor Relations, or a related field; 7 to 9 years' experience in OSHA, risk management, or safety/security; Risk Management and Emergency Management certifications

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Risk Manager	Exempt	40	\$78,071	\$101,477	\$124,882	\$93,157
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Safety and Risk Manager	Exempt	40	\$92,392	\$120,110	\$147,827	\$121,311
Frederick County, MD	Director Risk Management	Exempt	40	\$108,649	\$141,243	\$173,838	\$87,520
Loudoun County, VA	Manager, Quality Assurance and Compliance	N/A	40	\$68,971	\$94,835	\$120,699	N/A
Maryland-National Capital Park and Planning Commission	Risk Manager	Exempt	40	\$69,242	\$94,959	\$120,676	N/A
Town of Leesburg, VA	Emergency Management Coordinator	Exempt	37.5	\$93,438	\$126,703	\$159,968	\$114,400
Washington County, MD	Risk Management Coordinator	N/A	40	\$59,842	\$77,767	\$95,693	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$81,515	\$108,156	\$134,797	\$104,097
City of Frederick, MD	Manager of Risk Safety & Compliance	Exempt	40	\$75,290	\$97,930	\$120,570	\$83,061
City of Frederick, MD as a % of Public Sector Market Average				92%	91%	89%	80%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Risk Manager		40	\$91,600	\$122,400	\$156,300	NA
Economic Research Institute	Risk Management Manager - Level 2		40	\$112,011	\$133,132	\$158,916	NA
PayFactors	Risk Management Manager		40	\$88,800	\$120,600	\$158,400	NA
Published Survey Market Average				\$97,470	\$125,377	\$157,872	N/A
City of Frederick, MD	Manager of Risk Safety & Compliance	Exempt	40	\$75,290	\$97,930	\$120,570	\$83,061
City of Frederick, MD as a % of Market Average				77%	78%	76%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$86,302	\$113,323	\$141,720	\$104,097
City of Frederick, MD	Manager of Risk Safety & Compliance	Exempt	40	\$75,290	\$97,930	\$120,570
City of Frederick, MD as a % of Market Average			87%	86%	85%	80%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Watchperson

Law Enforcement and Public Safety Job Family

Job Summary: Monitors City facilities and assets and provides security. Relays all findings to Communications Dispatchers. Opens and closes facilities.

Minimum Qualifications: High School diploma or G.E.D. equivalency; No Experience in security

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	Security Guard	Non-Exempt	40	\$30,042	\$39,055	\$48,068	\$33,088
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Security Guard Court House	N/A	40	\$27,727	\$36,057	\$44,387	N/A
Washington Suburban Sanitary Commission (MD)	Security Officer	Non-Exempt	40	\$35,673	\$45,065	\$54,457	\$42,916
Public Sector Market Average				\$31,147	\$40,059	\$48,970	\$38,002
City of Frederick, MD	Watchperson	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$35,181
City of Frederick, MD as a % of Public Sector Market Average				96%	97%	98%	93%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Security Guard - Unarmed		40	\$29,500	\$37,400	\$47,200	NA
Economic Research Institute	Security Guard - Level 1		40	\$33,422	\$37,984	\$44,342	NA
PayFactors	Security Guard I		40	\$29,100	\$37,700	\$42,100	NA
Published Survey Market Average				\$30,674	\$37,695	\$44,547	N/A
City of Frederick, MD	Watchperson	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$35,181
City of Frederick, MD as a % of Market Average				98%	103%	107%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$30,911	\$38,877	\$46,759	\$38,002
City of Frederick, MD	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$35,181
City of Frederick, MD as a % of Market Average			97%	100%	102%	93%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Assistant City Attorney

Legal Job Family

Job Summary: Answers legal questions and reviews legal issues. Reviews and drafts agreements, policies, ordinances, and other legal documents.

Minimum Qualifications: Graduate Degree in Juris Doctorate; 3 to 5 years' experience in litigation; Maryland Bar license

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Assistant County Attorney I	Exempt	40	\$71,602	\$93,058	\$114,515	\$89,104
City of Gaithersburg, MD	Assistant City Attorney	Exempt	40	\$92,572	\$122,658	\$152,744	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Assistant City Attorney	Exempt	37.5	\$93,316	\$121,311	\$149,305	\$121,311
Frederick County, MD	Assistant County Attorney	Exempt	40	\$82,888	\$107,754	\$132,620	\$82,571
Loudoun County, VA	Assistant County Attorney	N/A	40	\$73,883	\$101,589	\$129,295	N/A
Maryland-National Capital Park and Planning Commission	Assistant General Counsel	Exempt	40	\$69,242	\$94,959	\$120,676	N/A
Town of Leesburg, VA	Assistant Town Attorney	Exempt	37.5	\$72,952	\$98,923	\$124,893	\$95,000
Washington County, MD	Assistant County Attorney	N/A	40	\$81,396	\$105,759	\$130,122	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$79,731	\$105,751	\$131,771	\$96,996
City of Frederick, MD	Assistant City Attorney	Exempt	40	\$75,290	\$97,930	\$120,570	\$101,173
City of Frederick, MD as a % of Public Sector Market Average				94%	93%	91%	104%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Attorney II		40	\$100,000	\$137,300	\$175,600	NA
Economic Research Institute	Attorney (General) - Level 2		40	\$128,579	\$154,625	\$188,442	NA
PayFactors	Attorney II		40	\$101,300	\$140,100	\$184,800	NA
Published Survey Market Average				\$109,960	\$144,008	\$182,947	N/A
City of Frederick, MD	Assistant City Attorney	Exempt	40	\$75,290	\$97,930	\$120,570	\$101,173
City of Frederick, MD as a % of Market Average				68%	68%	66%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$87,975	\$116,185	\$145,728	\$96,996
City of Frederick, MD	Assistant City Attorney	Exempt	40	\$75,290	\$97,930	\$101,173
City of Frederick, MD as a % of Market Average			86%	84%	83%	104%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Paralegal

Legal Job Family

Job Summary: Performs complex legal administrative duties, which includes reviewing and editing legal documents, conducting research, and maintaining case files.

Minimum Qualifications: Associate's Degree or 2 Years of College in Business Administration, Public Administration, or a related field; 3 to 5 years' experience in paralegal

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Legal Specialist	Non-Exempt	40	\$45,969	\$59,771	\$73,574	\$62,076
City of Gaithersburg, MD	Paralegal	Non-Exempt	40	\$59,761	\$78,586	\$97,411	\$93,575
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Assistant to the City Attorney	Exempt	37.5	\$81,889	\$106,456	\$131,023	\$106,456
Frederick County, MD	Legal Assistant	Non-Exempt	40	\$45,085	\$58,611	\$72,137	\$52,691
Loudoun County, VA	Paralegal	N/A	40	\$46,489	\$62,760	\$79,031	N/A
Maryland-National Capital Park and Planning Commission	Paralegal Assistant	Non-Exempt	40	\$46,338	\$62,813	\$79,289	N/A
Town of Leesburg, VA	Paralegal	Non-Exempt	37.5	\$55,942	\$75,859	\$95,776	\$81,945
Washington County, MD	Legal Secretary	N/A	40	\$43,977	\$57,141	\$70,305	N/A
Washington Suburban Sanitary Commission (MD)	Paralegal	Non-Exempt	40	\$57,452	\$72,577	\$87,702	\$80,994
Public Sector Market Average				\$53,656	\$70,508	\$87,361	\$79,623
City of Frederick, MD	Paralegal	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$70,351
City of Frederick, MD as a % of Public Sector Market Average				82%	81%	81%	88%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Paralegal II		40	\$58,100	\$73,600	\$92,400	NA
Economic Research Institute	Paralegal - Level 2		40	\$58,829	\$71,098	\$86,764	NA
PayFactors	Paralegal II		40	\$56,700	\$71,000	\$87,800	NA
Published Survey Market Average				\$57,876	\$71,899	\$88,988	N/A
City of Frederick, MD	Paralegal	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$70,351
City of Frederick, MD as a % of Market Average				76%	79%	79%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$54,711	\$70,856	\$87,768	\$79,623
City of Frederick, MD	Paralegal	Non-Exempt	\$43,932	\$57,141	\$70,351	\$70,351
City of Frederick, MD as a % of Market Average			80%	81%	80%	88%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Custodian

Maintenance Job Family

Job Summary: Performs custodial work for City facilities and grounds.

Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in mechanical or custodial

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Custodian I	Non-Exempt	40	\$29,930	\$38,881	\$47,831	\$30,610
City of Gaithersburg, MD	Custodian/Maintenance Worker	Non-Exempt	40	\$35,525	\$46,183	\$56,840	\$47,542
City of Hagerstown, MD	Custodian	Non-Exempt	40	\$49,923	\$50,920	\$51,918	\$51,678
City of Rockville, MD	Maintenance Worker I - Custodian	Non-Exempt	40	\$37,513	\$46,891	\$56,269	\$47,361
Frederick County, MD	Custodian I	Non-Exempt	40	\$30,042	\$39,055	\$48,068	\$28,146
Loudoun County, VA	Maintenance Worker	N/A	40	\$31,346	\$41,533	\$51,721	N/A
Maryland-National Capital Park and Planning Commission	Park/General Maintenance Worker I	Non-Exempt	40	\$29,263	\$41,787	\$54,312	N/A
Town of Leesburg, VA	Custodian	Non-Exempt	40	\$35,062	\$47,543	\$60,024	\$41,000
Washington County, MD	Maintenance Worker	N/A	40	\$37,708	\$48,979	\$60,251	N/A
Washington Suburban Sanitary Commission (MD)	Maintenance Worker I	Non-Exempt	40	\$29,152	\$39,638	\$50,125	\$42,775
Public Sector Market Average				\$34,546	\$44,141	\$53,736	\$41,302
City of Frederick, MD	Custodian	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$33,894
City of Frederick, MD as a % of Public Sector Market Average				87%	88%	89%	82%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Custodian		40	\$26,000	\$33,500	\$45,000	NA
Economic Research Institute	Custodian - Level 1		40	\$27,888	\$30,762	\$35,564	NA
PayFactors	Janitor I		40	\$25,100	\$30,800	\$41,400	NA
Published Survey Market Average				\$26,329	\$31,687	\$40,655	N/A
City of Frederick, MD	Custodian	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$33,894
City of Frederick, MD as a % of Market Average				114%	123%	118%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$32,650	\$41,267	\$50,717	\$41,302
City of Frederick, MD	Custodian	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$33,894
City of Frederick, MD as a % of Market Average				92%	94%	94%	82%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Facilities Technician

Maintenance Job Family

Job Summary: Performs general maintenance and repairs to ensure that all buildings within the Agency are safe, secure, and continuously operational.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in construction or general trades

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Building Maintenance Technician	Non-Exempt	40	\$38,726	\$50,334	\$61,943	\$40,519
City of Gaithersburg, MD	Facilities & Equipment Technician II	Non-Exempt	40	\$44,751	\$64,655	\$84,559	N/A
City of Hagerstown, MD	Building Maintenance Technician	Non-Exempt	40	\$47,784	\$51,281	\$54,778	\$51,950
City of Rockville, MD	Facilities Maintenance Trades Worker	Non-Exempt	40	\$47,254	\$59,068	\$70,881	\$59,659
Frederick County, MD	Facilities Maintenance Tech II	Non-Exempt	40	\$39,379	\$51,193	\$63,007	\$38,143
Loudoun County, VA	Facilities Technician	N/A	40	\$44,917	\$60,638	\$76,358	N/A
Maryland-National Capital Park and Planning Commission	Carpenter/Electrician/Welder	Non-Exempt	40	\$36,483	\$49,454	\$62,426	N/A
Town of Leesburg, VA	Building Technician	Non-Exempt	40	\$44,905	\$60,894	\$76,882	\$49,350
Washington County, MD	Building Maintenance Mechanic	N/A	40	\$43,977	\$57,141	\$70,305	N/A
Washington Suburban Sanitary Commission (MD)	Maintenance Mechanic II	Non-Exempt	40	\$38,221	\$51,623	\$65,025	\$58,060
Public Sector Market Average				\$42,640	\$55,628	\$68,616	\$49,613
City of Frederick, MD	Facilities Technician	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$42,202
City of Frederick, MD as a % of Public Sector Market Average				95%	95%	95%	85%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Facilities Maintenance Assistant II		40	\$39,100	\$52,700	\$65,500	NA
Economic Research Institute	Maintenance Technician - Level 2		40	\$45,392	\$51,807	\$60,143	NA
PayFactors	Facility Technician II		40	\$41,500	\$56,400	\$71,300	NA
Published Survey Market Average				\$41,997	\$53,636	\$65,648	N/A
City of Frederick, MD	Facilities Technician	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$42,202
City of Frederick, MD as a % of Market Average				97%	99%	99%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$42,491	\$55,168	\$67,931	\$49,613
City of Frederick, MD	Facilities Technician	Non-Exempt	40	\$40,689	\$52,913	\$42,202
City of Frederick, MD as a % of Market Average			96%	96%	96%	85%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Manager of Facilities

Maintenance Job Family

Job Summary: Manages the repair and maintenance of City-owned or operated buildings as well as assisting with the acquisition and disposition of property.

Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in construction or inspection

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Facilities Manager	Exempt	40	\$65,665	\$85,382	\$105,099	\$67,592
City of Gaithersburg, MD	Community Facility Manager	N/A	40	\$63,945	\$84,088	\$104,230	N/A
City of Hagerstown, MD	Utilities Department Facilities Manager	N/A	40	\$53,495	\$69,700	\$85,906	\$74,282
City of Rockville, MD	Facilities Property Manager	Exempt	40	\$83,801	\$108,942	\$134,083	\$110,031
Frederick County, MD	Facilities Manager	Exempt	40	\$72,397	\$94,116	\$115,836	\$100,316
Loudoun County, VA	Facilities Manager	N/A	40	\$62,208	\$85,535	\$108,863	N/A
Maryland-National Capital Park and Planning Commission	Park Facility Manager	Non-Exempt	40	\$40,916	\$55,465	\$70,014	N/A
Town of Leesburg, VA	Superintendent of Building Maintenance	Exempt	40	\$72,952	\$98,923	\$124,893	\$124,155
Washington County, MD	Facilities Manager	N/A	40	\$47,521	\$61,758	\$75,995	N/A
Washington Suburban Sanitary Commission (MD)	Section Manager, Facilities	Exempt	40	\$69,517	\$87,818	\$106,119	\$99,790
Public Sector Market Average				\$63,242	\$83,173	\$103,104	\$96,028
City of Frederick, MD	Manager of Facilities	Non-Exempt	40	\$51,241	\$66,647	\$82,052	\$56,365
City of Frederick, MD as a % of Public Sector Market Average				81%	80%	80%	59%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Facilities Manager		40	\$77,600	\$108,000	\$138,200	NA
Economic Research Institute	Facilities & Building Manager - Level 2		40	\$90,072	\$106,361	\$127,027	NA
PayFactors	Facilities Manager		40	\$79,700	\$106,000	\$136,100	NA
Published Survey Market Average				\$82,457	\$106,787	\$133,776	N/A
City of Frederick, MD	Manager of Facilities	Non-Exempt	40	\$51,241	\$66,647	\$82,052	\$56,365
City of Frederick, MD as a % of Market Average				62%	62%	61%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$67,676	\$88,622	\$110,182	\$96,028
City of Frederick, MD	Manager of Facilities	Non-Exempt	40	\$51,241	\$66,647	\$82,052	\$56,365
City of Frederick, MD as a % of Market Average				76%	75%	74%	59%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Supervisor of Equipment Maintenance

Maintenance Job Family

Job Summary: Supervises the activities of the vehicle maintenance department.

Minimum Qualifications: 6 months+ training beyond High School; 5 to 7 years' experience in automotive or mechanical maintenance; ASE certifications and Class B CDL

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Fleet Foreman	Non-Exempt	40	\$55,274	\$71,879	\$88,484	\$80,009
City of Gaithersburg, MD	Facilities Maintenance Supervisor	Non-Exempt	40	\$67,782	\$89,133	\$110,484	\$76,718
City of Hagerstown, MD	Vehicle & Equipment Maintenance Supervisor	Exempt	40	\$55,894	\$72,848	\$89,803	\$85,773
City of Rockville, MD	Facilities Engineer Supervisor	N/A	40	\$57,342	\$73,111	\$88,880	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	Maintenance Supervisor	N/A	40	\$48,116	\$64,957	\$81,797	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Fleet Maintenance Supervisor	N/A	40	\$56,956	\$77,234	\$97,512	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Supervisor, Garage	Exempt	40	\$63,198	\$79,836	\$96,475	\$96,475
Public Sector Market Average				\$57,795	\$75,571	\$93,348	\$84,744
City of Frederick, MD	Supervisor of Equipment Maintenance	Non-Exempt	40	\$55,358	\$71,985	\$88,612	\$88,612
City of Frederick, MD as a % of Public Sector Market Average				96%	95%	95%	105%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Equipment Maintenance Crew Manager		40	\$64,300	\$87,200	\$119,000	NA
Economic Research Institute	Maintenance Supervisor - Level 2		40	\$69,267	\$82,220	\$98,721	NA
PayFactors	Equipment Maintenance Supervisor		40	\$62,900	\$85,500	\$108,900	NA
Published Survey Market Average				\$65,489	\$84,973	\$108,874	N/A
City of Frederick, MD	Supervisor of Equipment Maintenance	Non-Exempt	40	\$55,358	\$71,985	\$88,612	\$88,612
City of Frederick, MD as a % of Market Average				85%	85%	81%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$60,103	\$78,392	\$98,006	\$84,744
City of Frederick, MD	Supervisor of Equipment Maintenance	Non-Exempt	40	\$55,358	\$71,985	\$88,612
City of Frederick, MD as a % of Market Average			92%	92%	90%	105%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Manager of Purchasing

Materials Management Job Family

Job Summary: Manages the activities of the Purchasing Department.

Minimum Qualifications: Bachelor's Degree in Materials Management or a related field; 7 to 9 years' experience in purchasing or materials management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Procurement Officer	Exempt	40	\$71,602	\$93,058	\$114,515	\$100,690
City of Gaithersburg, MD	Procurement Manager	Exempt	40	\$76,160	\$100,150	\$124,140	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Assistant Director of Procurement	Exempt	40	\$92,392	\$120,110	\$147,827	\$121,311
Frederick County, MD	Procurement Supervisor	Exempt	40	\$82,888	\$107,754	\$132,620	\$78,449
Loudoun County, VA	Assistant Purchasing Agent	N/A	40	\$77,732	\$108,825	\$139,918	N/A
Maryland-National Capital Park and Planning Commission	Purchasing Manager	Exempt	40	\$69,242	\$94,959	\$120,676	N/A
Town of Leesburg, VA	Chief Procurement Officer	Exempt	37.5	\$79,227	\$102,060	\$124,893	\$112,279
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Section Manager, Procurement	Exempt	40	\$87,938	\$111,090	\$134,242	\$117,766
Public Sector Market Average				\$79,648	\$104,751	\$129,854	\$106,099
City of Frederick, MD	Manager of Purchasing	Exempt	40	\$64,563	\$83,960	\$103,356	\$70,570
City of Frederick, MD as a % of Public Sector Market Average				81%	80%	80%	67%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Purchasing Manager		40	\$99,400	\$132,400	\$168,300	NA
Economic Research Institute	Purchasing Manager - Level 2		40	\$113,927	\$135,318	\$161,234	NA
PayFactors	Purchasing Manager		40	\$82,600	\$112,200	\$140,600	NA
Published Survey Market Average				\$98,642	\$126,639	\$156,711	N/A
City of Frederick, MD	Manager of Purchasing	Exempt	40	\$64,563	\$83,960	\$103,356	\$70,570
City of Frederick, MD as a % of Market Average				65%	66%	66%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$84,828	\$110,720	\$137,179	\$106,099
City of Frederick, MD	Manager of Purchasing	Exempt	40	\$64,563	\$83,960	\$103,356
City of Frederick, MD as a % of Market Average			76%	76%	75%	67%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Procurement Coordinator

Materials Management Job Family

Job Summary: Orders supplies and services. Administers City programs such as P-Cards, cell phone program, and fuel cards.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in purchasing or materials management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Procurement Assistant	Non-Exempt	40	\$42,182	\$54,865	\$67,548	\$48,872
City of Gaithersburg, MD	Procurement Specialist	Exempt	40	\$59,761	\$78,586	\$97,411	\$78,000
City of Hagerstown, MD	Procurement Administrator	N/A	40	\$50,766	\$66,208	\$81,650	\$60,718
City of Rockville, MD	Purchasing Clerk	N/A	40	\$31,200	\$41,600	\$52,000	N/A
Frederick County, MD	Property and Purchases Coordinator	Non-Exempt	40	\$42,136	\$54,777	\$67,417	\$58,130
Loudoun County, VA	Procurement Technician	N/A	40	\$41,930	\$56,606	\$71,281	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Buyer	Non-Exempt	37.5	\$51,515	\$70,069	\$88,624	\$54,652
Washington County, MD	Procurement Specialist I	N/A	40	\$43,977	\$57,141	\$70,305	N/A
Washington Suburban Sanitary Commission (MD)	P-Card & Travel Specialist	Non-Exempt	40	\$57,452	\$72,577	\$87,702	\$73,307
Public Sector Market Average				\$46,769	\$61,381	\$75,993	\$62,280
City of Frederick, MD	Procurement Coordinator	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$41,503
City of Frederick, MD as a % of Public Sector Market Average				87%	86%	86%	67%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Purchasing Clerk		40	\$34,800	\$45,600	\$59,100	NA
Economic Research Institute	Procurement Coordinator - Level 1		40	\$36,617	\$43,755	\$52,648	NA
PayFactors	Purchasing Clerk I		40	\$35,800	\$44,600	\$55,300	NA
Published Survey Market Average				\$35,739	\$44,652	\$55,683	N/A
City of Frederick, MD	Procurement Coordinator	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$41,503
City of Frederick, MD as a % of Market Average				114%	119%	117%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$44,011	\$57,199	\$70,916	\$62,280
City of Frederick, MD	Procurement Coordinator	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$41,503
City of Frederick, MD as a % of Market Average				92%	93%	92%	67%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Warehouse Coordinator

Materials Management Job Family

Job Summary: Fills requests for warehouse stock items and delivers them to work sites or notifies for pick up. Creates requisitions and bills of sale for purchase orders and receives items from vendors.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in purchasing or materials management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Warehouse Technician	Non-Exempt	40	\$35,491	\$46,169	\$56,847	\$36,886
City of Gaithersburg, MD	Facility Coordinator	N/A	40	\$52,197	\$68,379	\$84,560	N/A
City of Hagerstown, MD	Storekeeper/Clerk	Non-Exempt	40	\$36,559	\$39,671	\$42,784	N/A
City of Rockville, MD	Inventory Services Clerk	N/A	40	\$43,754	\$54,692	\$65,630	N/A
Frederick County, MD	Inventory Specialist I	Non-Exempt	40	\$45,085	\$58,611	\$72,137	N/A
Loudoun County, VA	Materials Technician	N/A	40	\$32,443	\$42,987	\$53,531	N/A
Maryland-National Capital Park and Planning Commission	Stock Clerk II	Non-Exempt	40	\$36,483	\$49,455	\$62,428	N/A
Town of Leesburg, VA	Inventory Control Specialist	Non-Exempt	40	\$44,905	\$60,894	\$76,882	\$53,420
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Materials Planner II	Non-Exempt	40	\$52,230	\$65,980	\$79,730	N/A
Public Sector Market Average				\$42,127	\$54,093	\$66,059	\$45,153
City of Frederick, MD	Warehouse Coordinator	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$47,275
City of Frederick, MD as a % of Public Sector Market Average				89%	91%	91%	105%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Warehouse Worker		40	\$24,400	\$33,500	\$42,800	NA
Economic Research Institute	Warehouse Coordinator - Level 2		40	\$41,364	\$48,802	\$58,374	NA
PayFactors	Warehouse Worker II		40	\$29,400	\$40,100	\$51,300	NA
Published Survey Market Average				\$31,721	\$40,801	\$50,825	N/A
City of Frederick, MD	Warehouse Coordinator	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$47,275
City of Frederick, MD as a % of Market Average				119%	120%	119%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$39,526	\$50,770	\$62,250	\$45,153
City of Frederick, MD	Warehouse Coordinator	Non-Exempt	40	\$37,670	\$48,984	\$60,298
City of Frederick, MD as a % of Market Average			95%	96%	97%	105%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Manager of Parking

Parking Job Family

Job Summary: Manages the Parking Department, which includes multiple parking structures and surface lots and metered and un-metered parking spaces.

Minimum Qualifications: Bachelor's Degree in Business Administration, Public Administration, or a related field; 7 to 9 years' experience in general management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Parking System Supervisor	Exempt	40	\$56,206	\$73,004	\$89,803	\$79,030
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$56,206	\$73,004	\$89,803	\$79,030
City of Frederick, MD	Manager of Parking	Exempt	40	\$64,563	\$83,960	\$103,356	\$103,356
City of Frederick, MD as a % of Public Sector Market Average				115%	115%	115%	131%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Manager of Parking	Exempt	40	\$64,563	\$83,960	\$103,356	\$103,356
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$56,206	\$73,004	\$89,803	\$79,030
City of Frederick, MD	Manager of Parking	Exempt	\$64,563	\$83,960	\$103,356	\$103,356
City of Frederick, MD as a % of Market Average			115%	115%	115%	131%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Parking Meter Technician

Parking Job Family

Job Summary: Ensures the proper operation of the automated parking equipment inside the parking decks and parking meters on the streets, which includes maintenance of equipment and revenue inventory within the machines. Performs inspection and simple maintenance of garage buildings.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in electronics or meter maintenance

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Parking Meter Repairer Collection	Non-Exempt	40	\$42,784	\$53,072	\$63,359	\$63,359
City of Rockville, MD	Meter Services Specialist	Non-Exempt	40	\$44,191	\$55,239	\$66,287	\$55,239
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$43,488	\$54,155	\$64,823	\$59,299
City of Frederick, MD	Parking Meter Technician	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$42,968
City of Frederick, MD as a % of Public Sector Market Average				94%	98%	100%	72%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Parking Meter Technician	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$42,968
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$43,488	\$54,155	\$64,823	\$59,299
City of Frederick, MD	Parking Meter Technician	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$42,968
City of Frederick, MD as a % of Market Average				94%	98%	100%	72%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Planner II

Planning Job Family

Job Summary: Performs long-range and day-to-day planning of complex projects or programs for the City and ensures compliance to applicable codes, ordinances, and laws. Coordinates with stakeholders in plan development. Reviews development plans and applications, prepares reports, and applies for grants. Serves as an expert for the project or program.

Minimum Qualifications: Bachelor's Degree in Architecture, Urban Planning, or a related field; 3 to 5 years' experience in City planning and administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Comprehensive Planner II	Non-Exempt	40	\$55,274	\$71,879	\$88,484	\$56,337
City of Gaithersburg, MD	Planner II	Exempt	40	\$63,945	\$84,088	\$104,230	\$79,566
City of Hagerstown, MD	Planner	N/A	40	\$50,766	\$66,208	\$81,650	N/A
City of Rockville, MD	Senior Planner	Exempt	40	\$64,429	\$82,147	\$99,865	\$82,969
Frederick County, MD	Planner II	Exempt	40	\$55,232	\$71,801	\$88,370	\$69,079
Loudoun County, VA	Planner II	N/A	40	\$60,104	\$82,643	\$105,182	N/A
Maryland-National Capital Park and Planning Commission	Senior Planner	Exempt	40	\$52,531	\$71,210	\$89,890	N/A
Town of Leesburg, VA	Senior Planner	Exempt	37.5	\$67,175	\$91,110	\$115,044	\$107,782
Washington County, MD	Senior Planner	N/A	40	\$59,842	\$77,767	\$95,693	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$58,811	\$77,650	\$96,490	\$79,147
City of Frederick, MD	Planner II	Exempt	40	\$59,773	\$77,736	\$95,698	\$66,638
City of Frederick, MD as a % of Public Sector Market Average				102%	100%	99%	84%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Project Planner II		40	\$61,300	\$80,000	\$107,500	NA
Economic Research Institute	Urban Planner - Level 2		40	\$70,933	\$83,785	\$100,174	NA
PayFactors	Planner II		40	\$57,100	\$74,400	\$96,100	NA
Published Survey Market Average				\$63,111	\$79,395	\$101,258	N/A
City of Frederick, MD	Planner II	Exempt	40	\$59,773	\$77,736	\$95,698	\$66,638
City of Frederick, MD as a % of Market Average				95%	98%	95%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$59,886	\$78,086	\$97,682	\$79,147
City of Frederick, MD	Exempt	40	\$59,773	\$77,736	\$95,698	\$66,638
City of Frederick, MD as a % of Market Average			100%	100%	98%	84%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Supervisor of Current Planning

Planning Job Family

Job Summary: Oversees the Division administering the City of Frederick's development review, which includes evaluation of development applications and maintenance of the City's development regulations.

Minimum Qualifications: Bachelor's Degree in Urban Planning or a related field; 7 to 9 years' experience in City planning and administration; Planning and Project Management certifications

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Bureau Chief, Development Review	Exempt	40	\$74,880	\$104,833	\$134,786	\$82,368
City of Gaithersburg, MD	Community Planning Manager	Exempt	40	\$88,164	\$116,817	\$145,470	\$93,706
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Community Planning & Development Services Manager	N/A	40	\$83,801	\$108,942	\$134,083	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	Planner V	N/A	40	\$77,732	\$108,825	\$139,918	N/A
Maryland-National Capital Park and Planning Commission	Planning Info & Permit Review Supervisor	Exempt	40	\$59,492	\$80,745	\$101,999	N/A
Town of Leesburg, VA	Senior Planning Project Manager	Exempt	37.5	\$72,952	\$98,923	\$124,893	\$124,810
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$76,170	\$103,181	\$130,191	\$100,295
City of Frederick, MD	Supervisor of Current Planning	Exempt	40	\$69,728	\$90,683	\$111,638	\$96,295
City of Frederick, MD as a % of Public Sector Market Average				92%	88%	86%	96%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Planning Supervisor Long-Range - Level 2		40	\$102,201	\$123,253	\$149,475	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$102,201	\$123,253	\$149,475	N/A
City of Frederick, MD	Supervisor of Current Planning	Exempt	40	\$69,728	\$90,683	\$111,638	\$96,295
City of Frederick, MD as a % of Market Average				68%	74%	75%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$79,889	\$106,048	\$132,946	\$100,295
City of Frederick, MD	Supervisor of Current Planning	Exempt	40	\$69,728	\$90,683	\$111,638	\$96,295
City of Frederick, MD as a % of Market Average				87%	86%	84%	96%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Crew Leader

Public Works Job Family

Job Summary: Leads a crew that maintains and manages parks and playgrounds.

Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in maintenance or landscaping; Class A CDL and Pesticide Applicators certification

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Grounds Supervisor	Non-Exempt	40	\$55,274	\$71,879	\$88,484	\$56,183
City of Gaithersburg, MD	Work Force Leader III	Non-Exempt	40	\$44,751	\$64,656	\$84,560	\$68,177
City of Hagerstown, MD	Parks Maintenance Supervisor	Exempt	40	\$56,206	\$73,004	\$89,803	\$83,071
City of Rockville, MD	Crew Supervisor-Public Works I	N/A	40	\$54,095	\$68,972	\$83,849	N/A
Frederick County, MD	Parks Maintenance Leader	Non-Exempt	40	\$42,136	\$54,777	\$67,417	\$47,554
Loudoun County, VA	Trades Crew Chief	N/A	40	\$53,347	\$72,018	\$90,690	N/A
Maryland-National Capital Park and Planning Commission	Park/General Maintenance Leader	Non-Exempt	40	\$40,916	\$55,465	\$70,014	N/A
Town of Leesburg, VA	Maintenance Worker IV/Crew Leader	Non-Exempt	40	\$48,295	\$65,690	\$83,085	\$59,785
Washington County, MD	Maintenance Leadworker - Parks	N/A	40	\$43,977	\$57,141	\$70,305	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$48,777	\$64,845	\$80,912	\$62,954
City of Frederick, MD	Crew Leader	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$63,685
City of Frederick, MD as a % of Public Sector Market Average				90%	88%	87%	101%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Landscape Supervisor - Level 2		40	\$50,768	\$60,300	\$72,835	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$50,768	\$60,300	\$72,835	N/A
City of Frederick, MD	Crew Leader	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$63,685
City of Frederick, MD as a % of Market Average				87%	95%	97%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$48,976	\$64,390	\$80,104	\$62,954
City of Frederick, MD	Crew Leader	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$63,685
City of Frederick, MD as a % of Market Average				90%	89%	88%	101%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Electrician Technician I

Public Works Job Family

Job Summary: Installs and maintains electrical infrastructure which may include street, traffic, and airport lighting, heating, ventilation, air conditioning, and refrigeration for all City-owned facilities. Installs and maintains series and multiple street lighting circuits.

Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in electrical or electronics maintenance

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Electrician I	Non-Exempt	40	\$42,182	\$54,865	\$67,548	\$42,182
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Facilities Maintenance Trades Worker	Non-Exempt	40	\$47,727	\$59,659	\$71,590	\$59,659
Frederick County, MD	Electrical Maintenance Technician I	Non-Exempt	40	\$36,803	\$47,844	\$58,885	\$37,539
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	Electrician	Non-Exempt	40	\$36,483	\$49,454	\$62,426	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Electrician	N/A	40	\$51,306	\$66,664	\$82,023	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$42,900	\$55,697	\$68,494	\$46,460
City of Frederick, MD	Electrician Technician I	Non-Exempt	40	\$34,876	\$45,354	\$55,832	N/A
City of Frederick, MD as a % of Public Sector Market Average				81%	81%	82%	#VALUE!

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Electric/Electronics Technician I		40	\$41,300	\$55,400	\$77,100	NA
Economic Research Institute	Electrician Helper - Level 1		40	\$28,596	\$32,352	\$37,798	NA
PayFactors	Electrician I		40	\$38,800	\$50,000	\$62,700	NA
Published Survey Market Average				\$36,232	\$45,917	\$59,199	N/A
City of Frederick, MD	Electrician Technician I	Non-Exempt	40	\$34,876	\$45,354	\$55,832	N/A
City of Frederick, MD as a % of Market Average				96%	99%	94%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$40,400	\$52,030	\$65,009	\$46,460
City of Frederick, MD	Non-Exempt	40	\$34,876	\$45,354	\$55,832	N/A
City of Frederick, MD as a % of Market Average			86%	87%	86%	#VALUE!

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Electrician Technician IV

Public Works Job Family

Job Summary: Installs and maintains electrical infrastructure which may include street, traffic, and airport lighting, and heating, ventilation, air conditioning and refrigeration for all City-owned facilities. Installs and maintains series and multiple street lighting circuits. May serve as a lead to more junior roles.

Minimum Qualifications: 6 months+ training beyond High School; 5 to 7 years' experience in electrical or electronics maintenance

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Lead Electrician	Non-Exempt	40	\$50,157	\$65,189	\$80,220	\$50,157
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Traffic Signal and Lighting Technician	N/A	40	\$60,782	\$77,498	\$94,213	N/A
Frederick County, MD	Electrical Maintenance Technician IV	Non-Exempt	40	\$59,098	\$76,827	\$94,556	\$58,158
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	Senior Electrician	Non-Exempt	40	\$40,936	\$55,493	\$70,050	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Senior Electrician	N/A	40	\$55,429	\$71,992	\$88,556	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$53,280	\$69,400	\$85,519	\$54,158
City of Frederick, MD	Electrician Technician IV	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$63,692
City of Frederick, MD as a % of Public Sector Market Average				82%	82%	82%	118%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Electric/Electronics Technician III		40	\$60,600	\$81,200	\$104,100	NA
Economic Research Institute	Electrician Maintenance - Level 3		40	\$61,576	\$72,700	\$86,873	NA
PayFactors	Electrician III		40	\$54,500	\$67,700	\$81,900	NA
Published Survey Market Average				\$58,892	\$73,867	\$90,958	N/A
City of Frederick, MD	Electrician Technician IV	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$63,692
City of Frederick, MD as a % of Market Average				75%	77%	77%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$55,385	\$71,075	\$87,559	\$54,158
City of Frederick, MD	Electrician Technician IV	Non-Exempt	\$43,932	\$57,141	\$70,351	\$63,692
City of Frederick, MD as a % of Market Average			79%	80%	80%	118%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Equipment/Truck Driver Operator II

Public Works Job Family

Job Summary: Performs maintenance tasks on City parks, grounds, and facilities, which may include mowing, snow removal, refuse collection, tree and shrub trimming, mulching, and other tasks. Operates and maintains vehicles and equipment.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in equipment operation or maintenance

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Truck Driver II	Non-Exempt	40	\$42,182	\$54,865	\$67,548	N/A
City of Gaithersburg, MD	Maintenance Worker II	Non-Exempt	40	\$35,525	\$51,119	\$66,713	\$42,849
City of Hagerstown, MD	Equipment Operator	Non-Exempt	40	\$43,649	\$54,141	\$64,633	\$54,141
City of Rockville, MD	Maintenance Worker II - General Maintenance	N/A	40	\$40,513	\$50,642	\$60,770	N/A
Frederick County, MD	Equipment Operator II	Non-Exempt	40	\$42,136	\$54,777	\$67,417	\$52,205
Loudoun County, VA	Equipment Operator II	N/A	40	\$43,398	\$58,587	\$73,776	N/A
Maryland-National Capital Park and Planning Commission	Equipment Operator	Non-Exempt	40	\$36,483	\$49,454	\$62,426	N/A
Town of Leesburg, VA	Equipment Operator	Non-Exempt	40	\$48,295	\$65,690	\$83,085	\$72,845
Washington County, MD	Equipment Operator II / Crew Coordinator	N/A	40	\$40,746	\$52,922	\$65,097	N/A
Washington Suburban Sanitary Commission (MD)	Equipment Operator - Grounds Maintenance	Non-Exempt	40	\$34,172	\$47,938	\$61,704	\$54,307
Public Sector Market Average				\$40,710	\$54,013	\$67,317	\$55,269
City of Frederick, MD	Equipment/Truck Driver Operator II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$44,024
City of Frederick, MD as a % of Public Sector Market Average				93%	91%	90%	80%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Truck Driver - Light		40	\$31,200	\$44,300	\$58,900	NA
Economic Research Institute	Truck Driver Light - Level 2		40	\$37,243	\$43,238	\$50,775	NA
PayFactors	Truck Driver (Light)		40	\$32,100	\$43,900	\$54,400	NA
Published Survey Market Average				\$33,514	\$43,813	\$54,692	N/A
City of Frederick, MD	Equipment/Truck Driver Operator II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$44,024
City of Frederick, MD as a % of Market Average				112%	112%	110%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$39,049	\$51,659	\$64,403	\$55,269
City of Frederick, MD	Equipment/Truck Driver Operator II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$44,024
City of Frederick, MD as a % of Market Average				96%	95%	94%	80%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

General Tradesperson

Public Works Job Family

Job Summary: Constructs, erects, installs, repairs and finishes structures and furnishings using skills in carpentry, masonry, cement finishing, and painting.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 3 to 5 years' experience in general trades

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Building Maintenance Specialist	Non-Exempt	40	\$42,182	\$54,865	\$67,548	\$49,054
City of Gaithersburg, MD	Facilities & Equipment Specialist II	Non-Exempt	40	\$55,851	\$80,041	\$104,230	\$89,048
City of Hagerstown, MD	Public Works Maintenance Worker	Non-Exempt	40	\$45,813	\$55,800	\$65,787	\$47,494
City of Rockville, MD	Maintenance Worker II - General Maintenance	N/A	40	\$40,513	\$50,642	\$60,770	N/A
Frederick County, MD	Maintenance Technician II	Non-Exempt	40	\$45,085	\$58,611	\$72,137	\$45,895
Loudoun County, VA	Trades Technician II	N/A	40	\$41,930	\$56,606	\$71,281	N/A
Maryland-National Capital Park and Planning Commission	Sr. Carpenter/Electrician/Welder	Non-Exempt	40	\$40,936	\$55,493	\$70,050	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Skilled Tradesworker	N/A	40	\$43,977	\$57,141	\$70,305	N/A
Washington Suburban Sanitary Commission (MD)	Property Management Technician II	Non-Exempt	40	\$47,480	\$59,981	\$72,482	\$66,489
Public Sector Market Average				\$44,863	\$58,798	\$72,732	\$59,596
City of Frederick, MD	General Tradesperson	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$49,333
City of Frederick, MD as a % of Public Sector Market Average				91%	90%	90%	83%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	General Maintenance Worker II		40	\$39,200	\$52,800	\$65,600	NA
Economic Research Institute	Handyman - Level 2		40	\$43,266	\$48,825	\$55,973	NA
PayFactors	Mechanical Skilled Trade Worker		40	\$41,500	\$54,400	\$69,500	NA
Published Survey Market Average				\$41,322	\$52,008	\$63,691	N/A
City of Frederick, MD	General Tradesperson	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$49,333
City of Frederick, MD as a % of Market Average				98%	102%	102%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$43,978	\$57,100	\$70,472	\$59,596
City of Frederick, MD	General Tradesperson	Non-Exempt	40	\$40,689	\$52,913	\$65,137
City of Frederick, MD as a % of Market Average			93%	93%	92%	83%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Horticulturist

Public Works Job Family

Job Summary: Designs, manages, and maintains gardens and flower beds. Manage Christmas decorations. Performs pest management and other maintenance activities such as snow removal.

Minimum Qualifications: Associate's Degree or 2 Years of College in Horticulture or a related field; 3 to 5 years' experience in landscaping; Pesticide Applicators certification and Road Side Tree Care license

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Horticulturist	Exempt	40	\$76,011	\$98,815	\$121,618	\$99,803
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	Horticulturist	N/A	40	\$55,214	\$74,539	\$93,864	N/A
Maryland-National Capital Park and Planning Commission	Horticulturist II	Exempt	40	\$52,531	\$71,210	\$89,890	N/A
Town of Leesburg, VA	Urban Forester/Land Management Specialist	Exempt	37.5	\$71,653	\$97,183	\$122,714	\$96,188
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$63,852	\$85,437	\$107,021	\$97,995
City of Frederick, MD	Horticulturist	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$47,784
City of Frederick, MD as a % of Public Sector Market Average				69%	67%	66%	49%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Horticulturist	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$47,784
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$63,852	\$85,437	\$107,021	\$97,995
City of Frederick, MD	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$47,784
City of Frederick, MD as a % of Market Average			69%	67%	66%	49%

NA = Data Not Available
 All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
 The overall market average is a straight average of all data points
 The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Manager of Engineering

Public Works Job Family

Job Summary: Manages the delivery of essential services and functions of the Engineering Department. Administers programs, maintains technical expertise to ensure adequacy of City infrastructure in the storm water, floodplains, water/wastewater utilities, traffic, surveying and land development domains.

Minimum Qualifications: Bachelor's Degree in Civil Engineering, Construction Management, or a related field; 7 to 9 years' experience in engineering; Professional Engineer certification

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Bureau Chief, Engineering	Exempt	40	\$74,880	\$104,833	\$134,786	\$106,228
City of Gaithersburg, MD	Engineering Services Division Chief	Exempt	40	\$92,572	\$122,658	\$152,744	N/A
City of Hagerstown, MD	City Engineer	Exempt	40	\$90,269	\$117,787	\$145,305	\$145,305
City of Rockville, MD	Chief of Construction Management	N/A	40	\$83,801	\$108,942	\$134,083	N/A
Frederick County, MD	Engineering Manager	Exempt	40	\$88,690	\$115,297	\$141,904	\$91,568
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	Engineering Supervisor	Exempt	40	\$69,242	\$94,959	\$120,676	N/A
Town of Leesburg, VA	Deputy Director of Public Works & Capital Projects	Exempt	37.5	\$86,040	\$116,670	\$147,299	\$147,299
Washington County, MD	Deputy Director of Engineering Services WQ	N/A	40	\$81,396	\$105,759	\$130,122	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$83,361	\$110,863	\$138,365	\$122,600
City of Frederick, MD	Manager of Engineering	Exempt	40	\$81,328	\$105,764	\$130,200	\$111,364
City of Frederick, MD as a % of Public Sector Market Average				98%	95%	94%	91%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Engineering Manager		40	\$119,700	\$149,300	\$186,500	NA
Economic Research Institute	Engineering Manager Construction - Level 2		40	\$112,562	\$135,191	\$162,586	NA
PayFactors	Engineering Manager		40	\$110,200	\$141,800	\$173,800	NA
Published Survey Market Average				\$114,154	\$142,097	\$174,295	N/A
City of Frederick, MD	Manager of Engineering	Exempt	40	\$81,328	\$105,764	\$130,200	\$111,364
City of Frederick, MD as a % of Market Average				71%	74%	75%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$91,759	\$119,381	\$148,164	\$122,600
City of Frederick, MD	Manager of Engineering	Exempt	40	\$81,328	\$105,764	\$130,200	\$111,364
City of Frederick, MD as a % of Market Average				89%	89%	88%	91%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Mechanical Technician II

Public Works Job Family

Job Summary: Performs diagnostics, repairs and preventative maintenance on fleet vehicles, including cars, light trucks, heavy trucks, and equipment, which may include electrical, electronic, mechanical, climate control, hydraulic, and pneumatic systems. Obtains parts and materials as needed and completes work orders and maintains records of maintenance and repairs.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in mechanical maintenance

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Mechanic II	Non-Exempt	40	\$45,969	\$59,771	\$73,574	\$49,140
City of Gaithersburg, MD	Mechanic II	Non-Exempt	40	\$42,173	\$58,269	\$74,364	N/A
City of Hagerstown, MD	Vehicle and Equipment Maintenance Tech	Non-Exempt	40	\$63,263	\$68,695	\$74,127	\$71,044
City of Rockville, MD	Fleet Mechanic II	Non-Exempt	40	\$47,254	\$59,068	\$70,881	\$59,659
Frederick County, MD	Maintenance Technician II	Non-Exempt	40	\$45,085	\$58,611	\$72,137	\$45,895
Loudoun County, VA	Trades Technician II	N/A	40	\$41,930	\$56,606	\$71,281	N/A
Maryland-National Capital Park and Planning Commission	Senior Mechanic	Non-Exempt	40	\$40,936	\$55,493	\$70,050	N/A
Town of Leesburg, VA	Fleet Maintenance Tech II	Non-Exempt	40	\$48,295	\$65,690	\$83,085	\$73,978
Washington County, MD	Equipment Operator Mechanic	N/A	40	\$47,521	\$61,758	\$75,995	N/A
Washington Suburban Sanitary Commission (MD)	Fleet Technician	Non-Exempt	40	\$45,266	\$60,985	\$76,705	\$70,815
Public Sector Market Average				\$46,769	\$60,495	\$74,220	\$61,755
City of Frederick, MD	Mechanical Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$42,313
City of Frederick, MD as a % of Public Sector Market Average				81%	81%	81%	69%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Mechanical Equipment Technician II		40	\$41,800	\$54,300	\$68,800	NA
Economic Research Institute	Mechanic Automotive - Level 2		40	\$42,948	\$50,953	\$61,428	NA
PayFactors	Mechanical Technician II		40	\$43,300	\$56,500	\$72,100	NA
Published Survey Market Average				\$42,683	\$53,918	\$67,443	N/A
City of Frederick, MD	Mechanical Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$42,313
City of Frederick, MD as a % of Market Average				88%	91%	89%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$45,826	\$58,977	\$72,656	\$61,755
City of Frederick, MD	Mechanical Technician II	Non-Exempt	\$37,670	\$48,984	\$60,298	\$42,313
City of Frederick, MD as a % of Market Average			82%	83%	83%	69%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Operator I Wastewater Treatment

Public Works Job Family

Job Summary: Performs basic tasks in the day-to-day operation of the Wastewater Treatment Plant. Performs inspections, observes processes and makes adjustments, collects and tests samples, and maintains logs and documentation.

Minimum Qualifications: High School diploma or G.E.D. equivalency; No Experience in water operation, testing, and sampling

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Wastewater Apprentice Operator I	Non-Exempt	40	\$35,491	\$46,169	\$56,847	\$35,872
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Wastewater Treatment Operator	Non-Exempt	40	\$40,645	\$50,512	\$60,379	\$42,183
City of Rockville, MD	Water Treatment Plant Operator	Non-Exempt	40	\$54,636	\$69,662	\$84,687	\$69,662
Frederick County, MD	Wastewater Treatmt PI Op I	Non-Exempt	40	\$39,379	\$51,193	\$63,007	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Utility Plant Operator Trainee (WPC)	Non-Exempt	40	\$41,353	\$56,073	\$70,792	\$45,082
Washington County, MD	Collection Operator	N/A	40	\$43,977	\$57,141	\$70,305	N/A
Washington Suburban Sanitary Commission (MD)	Wastewater O&M Technician I	Non-Exempt	40	\$40,003	\$45,893	\$51,784	\$47,429
Public Sector Market Average				\$42,212	\$53,806	\$65,400	\$48,046
City of Frederick, MD	Operator I Wastewater Treatment	Non-Exempt	40	\$34,876	\$45,354	\$55,832	\$34,876
City of Frederick, MD as a % of Public Sector Market Average				83%	84%	85%	73%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Waste Water Treatment Technician I		40	\$30,900	\$45,600	\$63,900	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	Waste Water Treatment Technician I		40	\$29,600	\$43,600	\$62,800	NA
Published Survey Market Average				\$30,250	\$44,600	\$63,350	N/A
City of Frederick, MD	Operator I Wastewater Treatment	Non-Exempt	40	\$34,876	\$45,354	\$55,832	\$34,876
City of Frederick, MD as a % of Market Average				115%	102%	88%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$39,554	\$51,760	\$64,945	\$48,046
City of Frederick, MD	Operator I Wastewater Treatment	Non-Exempt	40	\$34,876	\$45,354	\$55,832	\$34,876
City of Frederick, MD as a % of Market Average				88%	88%	86%	73%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Operator II Water Treatment

Public Works Job Family

Job Summary: Performs routine and critical work in the operation and preventative maintenance of water treatment plant equipment and facilities. Collects and analyzes samples, operates and monitors equipment and monitors chemical treatment processes to ensure safe water quality.

Minimum Qualifications: 6 months+ training beyond High School; less than 1 year of experience in water operation, testing, and sampling

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Water Treatment Apprentice Operator II	Non-Exempt	40	\$38,726	\$50,334	\$61,943	\$43,500
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Water Treatment Operator II	Non-Exempt	40	\$44,923	\$55,716	\$66,508	\$45,981
City of Rockville, MD	Water Treatment Plant Operator	Non-Exempt	40	\$54,095	\$68,972	\$83,849	\$69,662
Frederick County, MD	Water Treatmt PI Oper II	Non-Exempt	40	\$42,136	\$54,777	\$67,417	\$44,048
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Utility Plant Operator II (WS)	Non-Exempt	40	\$48,295	\$65,690	\$83,085	\$61,272
Washington County, MD	Plant Operator	N/A	40	\$43,977	\$57,141	\$70,305	N/A
Washington Suburban Sanitary Commission (MD)	Water O&M Technician II	Non-Exempt	40	\$56,481	\$61,785	\$67,089	N/A
Public Sector Market Average				\$46,948	\$59,202	\$71,457	\$52,892
City of Frederick, MD	Operator II Water Treatment	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$38,047
City of Frederick, MD as a % of Public Sector Market Average				80%	83%	84%	72%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Wastewater Treatment Plant Operator - Level 2		40	\$48,788	\$58,540	\$71,355	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$48,788	\$58,540	\$71,355	N/A
City of Frederick, MD	Operator II Water Treatment	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$38,047
City of Frederick, MD as a % of Market Average				77%	84%	85%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$47,178	\$59,119	\$71,444	\$52,892
City of Frederick, MD	Operator II Water Treatment	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$38,047
City of Frederick, MD as a % of Market Average				80%	83%	84%	72%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Operator IV Wastewater Treatment

Public Works Job Family

Job Summary: Performs complex tasks in the day-to-day operation of the Wastewater Treatment Plant. Performs inspections, observes processes and makes adjustments, collects and tests samples, and maintains logs and documentation. Assists in the establishments of procedures and training of operators.

Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in water operation, testing, and sampling; Class 5a Wastewater Treatment license

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Wastewater Treatment Operator	Non-Exempt	40	\$42,182	\$54,865	\$67,548	\$47,210
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Wastewater Treatment Operator IV	Non-Exempt	40	\$62,013	\$67,544	\$73,076	\$68,358
City of Rockville, MD	Water Treatment Plant Shift Leader	Non-Exempt	40	\$57,915	\$73,842	\$89,769	\$73,842
Frederick County, MD	Wastewater Treatmt PI Op IV	Non-Exempt	40	\$59,098	\$76,827	\$94,556	\$74,958
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Senior Utility Plant Operator (WPC)	Non-Exempt	40	\$52,446	\$71,118	\$89,790	N/A
Washington County, MD	Senior Collection Opeartor	N/A	40	\$47,521	\$61,758	\$75,995	N/A
Washington Suburban Sanitary Commission (MD)	Wastewater O&M Technician III	Non-Exempt	40	\$73,102	\$79,793	\$86,483	\$81,480
Public Sector Market Average				\$56,325	\$69,393	\$82,460	\$69,170
City of Frederick, MD	Operator IV Wastewater Treatment	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$44,518
City of Frederick, MD as a % of Public Sector Market Average				78%	82%	85%	64%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Waste Water Treatment Technician III		40	\$45,200	\$64,700	\$89,800	NA
Economic Research Institute	Wastewater Treatment Plant Operator - Level 3		40	\$55,813	\$67,134	\$81,881	NA
PayFactors	Waste Water Treatment Technician III		40	\$48,800	\$59,000	\$81,700	NA
Published Survey Market Average				\$49,938	\$63,611	\$84,460	N/A
City of Frederick, MD	Operator IV Wastewater Treatment	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$44,518
City of Frederick, MD as a % of Market Average				88%	90%	83%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$54,409	\$67,658	\$83,060	\$69,170
City of Frederick, MD	Operator IV Wastewater Treatment	Non-Exempt	40	\$43,932	\$57,141	\$70,351
City of Frederick, MD as a % of Market Average			81%	84%	85%	64%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Operator IV Water Treatment

Public Works Job Family

Job Summary: Monitors plant data, performs routine plant inspections. Conducts laboratory testing and water sampling and performs preventative maintenance work orders.

Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in water operation, testing, and sampling; Class 5a Wastewater Treatment license

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Water Treatment Operator	Non-Exempt	40	\$42,182	\$54,865	\$67,548	\$44,345
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Water Treatment Operator IV	Non-Exempt	40	\$59,057	\$64,248	\$69,440	\$63,441
City of Rockville, MD	Water Treatment Plant Shift Leader	Non-Exempt	40	\$57,342	\$73,111	\$88,880	\$73,842
Frederick County, MD	Water Treatmt PI Oper IV	Non-Exempt	40	\$59,098	\$76,827	\$94,556	\$70,020
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Senior Utility Plant Operator (WS)	Non-Exempt	40	\$52,446	\$71,118	\$89,790	N/A
Washington County, MD	Senior Plant Operator	N/A	40	\$51,306	\$66,664	\$82,023	N/A
Washington Suburban Sanitary Commission (MD)	Water O&M Technician III	Non-Exempt	40	\$73,102	\$79,793	\$86,483	\$81,480
Public Sector Market Average				\$56,362	\$69,518	\$82,674	\$66,626
City of Frederick, MD	Operator IV Water Treatment	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$51,913
City of Frederick, MD as a % of Public Sector Market Average				78%	82%	85%	78%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Operator IV Water Treatment	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$51,913
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average						\$56,362	\$69,518	\$82,674
City of Frederick, MD	Operator IV Water Treatment	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$51,913	
City of Frederick, MD as a % of Market Average						78%	82%	85%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Plant Maintenance Technician II

Public Works Job Family

Job Summary: Performs preventive maintenance and repair work of the water and sewer facilities, sewage lifting stations, storm water facilities, and water booster pump stations. Assists with any repair work being done by technicians.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in water operation, testing, and sampling

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Maintenance Mechanic II - Water Treatment	N/A	40	\$45,969	\$59,771	\$73,574	N/A
City of Gaithersburg, MD	Maintenance Worker II	Non-Exempt	40	\$35,525	\$51,119	\$66,713	\$42,849
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Maintenance Worker II - Utilities	Non-Exempt	40	\$40,513	\$50,642	\$60,770	\$51,148
Frederick County, MD	Utility Systems Maintenance Tech II	Non-Exempt	40	\$39,379	\$51,193	\$63,007	\$41,256
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Maintenance Worker II	Non-Exempt	40	\$41,353	\$56,073	\$70,792	\$50,215
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$40,548	\$53,760	\$66,971	\$46,367
City of Frederick, MD	Plant Maintenance Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$47,169
City of Frederick, MD as a % of Public Sector Market Average				93%	91%	90%	102%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Plant Maintenance Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$47,169
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$40,548	\$53,760	\$66,971	\$46,367
City of Frederick, MD	Plant Maintenance Technician II	Non-Exempt	\$37,670	\$48,984	\$60,298	\$47,169
City of Frederick, MD as a % of Market Average			93%	91%	90%	102%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Pretreatment Technician

Public Works Job Family

Job Summary: Assists in monitoring, evaluating and enforcing all aspects of the of the City's Industrial Pretreatment Program and the Fats, Oils, and Grease Program.

Minimum Qualifications: 6 months+ training beyond High School; Less than 1 year experience in water operation, testing, and sampling; Class 5a Wastewater Treatment license

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Pretreatment Technician	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$44,810
City of Frederick, MD as a % of Public Sector Market Average				N/A	N/A	N/A	N/A

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Pretreatment Technician	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$44,810
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Pretreatment Technician	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$44,810
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Refuse Collector

Public Works Job Family

Job Summary: Collects curbside and containerized refuse and places into collection vehicle. Collects and delivers trash totes.

Minimum Qualifications: Less than a High School diploma; No Experience in NA

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Sanitation Worker	N/A	40	\$40,513	\$50,642	\$60,770	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$40,513	\$50,642	\$60,770	N/A
City of Frederick, MD	Refuse Collector	Non-Exempt	40	\$32,307	\$42,011	\$51,716	\$37,007
City of Frederick, MD as a % of Public Sector Market Average				80%	83%	85%	N/A

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Sanitation Technician		40	\$30,900	\$38,900	\$47,300	NA
Economic Research Institute	Garbage Truck Driver - Level 1		40	\$36,158	\$43,374	\$52,149	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$33,529	\$41,137	\$49,725	N/A
City of Frederick, MD	Refuse Collector	Non-Exempt	40	\$32,307	\$42,011	\$51,716	\$37,007
City of Frederick, MD as a % of Market Average				96%	102%	104%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$35,857	\$44,305	\$53,406	N/A
City of Frederick, MD	Refuse Collector	Non-Exempt	40	\$32,307	\$42,011	\$51,716	\$37,007
City of Frederick, MD as a % of Market Average				90%	95%	97%	N/A

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

The City of Gaithersburg contracts trash collection.

City of Frederick, MD Detailed Market Data (Adjusted)

Street Maintenance Technician II

Public Works Job Family

Job Summary: Performs tasks associated with maintenance and repair of streets and roads. Operates medium and heavy road repair and maintenance equipment.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in street maintenance; Class B CDL, Flagger and Forklift certification

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Road Maintenance Worker II	Non-Exempt	40	\$32,566	\$42,359	\$52,151	N/A
City of Gaithersburg, MD	Maintenance Worker II	Non-Exempt	40	\$35,525	\$51,119	\$66,713	\$42,849
City of Hagerstown, MD	Public Works Maintenance Worker	Non-Exempt	40	\$45,813	\$55,800	\$65,787	\$47,494
City of Rockville, MD	Maintenance Worker II - General Maintenance	N/A	40	\$40,513	\$50,642	\$60,770	N/A
Frederick County, MD	Highway Technician II	Non-Exempt	40	\$45,085	\$58,611	\$72,137	\$57,776
Loudoun County, VA	Maintenance Technician II	N/A	40	\$38,532	\$51,055	\$63,578	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$39,672	\$51,598	\$63,523	\$49,373
City of Frederick, MD	Street Maintenance Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$39,128
City of Frederick, MD as a % of Public Sector Market Average				95%	95%	95%	79%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Street Maintenance Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$39,128
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$39,672	\$51,598	\$63,523	\$49,373
City of Frederick, MD	Street Maintenance Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$39,128
City of Frederick, MD as a % of Market Average				95%	95%	95%	79%

NA = Data Not Available
 All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
 The overall market average is a straight average of all data points
 The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Street Sweeping Technician II

Public Works Job Family

Job Summary: Drives a street sweeping vehicle to clean streets of trash, debris, and other contaminants. Occasionally operates medium and heavy road repair and maintenance equipment or vehicles.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in street maintenance; Class B CDL, Lift Truck and Flagger certifications

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	Maintenance Worker II	Non-Exempt	40	\$35,525	\$51,119	\$66,713	\$42,849
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Equipment Operator II	Non-Exempt	40	\$52,446	\$71,118	\$89,790	\$68,979
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$43,986	\$61,119	\$78,252	\$55,914
City of Frederick, MD	Street Sweeping Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$55,502
City of Frederick, MD as a % of Public Sector Market Average				86%	80%	77%	99%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Medium Truck Driver - Level 2		40	\$40,493	\$48,008	\$57,891	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$40,493	\$48,008	\$57,891	N/A
City of Frederick, MD	Street Sweeping Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$55,502
City of Frederick, MD as a % of Market Average				93%	102%	104%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$42,821	\$56,748	\$71,465	\$55,914
City of Frederick, MD	Street Sweeping Technician II	Non-Exempt	\$37,670	\$48,984	\$60,298	\$55,502
City of Frederick, MD as a % of Market Average			88%	86%	84%	99%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Superintendent of Light/Signal

Public Works Job Family

Job Summary: Directs and coordinates activities of workers engaged in operation, maintenance, and repair of electric power, lighting, and buildings. Oversees and inspects construction and repair of underground and overhead electrical systems, traffic lights, signs, HVAC&R and other types of municipal construction work.

Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in electrical or electronics maintenance

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Traffic Control & Building Maintenance Supervisor	N/A	40	\$58,420	\$76,175	\$93,930	\$93,930
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Senior Traffic Technician	Non-Exempt	40	\$67,175	\$91,110	\$115,044	\$102,664
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$62,797	\$83,642	\$104,487	\$98,297
City of Frederick, MD	Superintendent of Light/Signal	Exempt	40	\$64,563	\$83,960	\$103,356	\$96,300
City of Frederick, MD as a % of Public Sector Market Average				103%	100%	99%	98%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Superintendent of Light/Signal	Exempt	40	\$64,563	\$83,960	\$103,356	\$96,300
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$62,797	\$83,642	\$104,487	\$98,297
City of Frederick, MD	Superintendent of Light/Signal	Exempt	40	\$64,563	\$83,960	\$103,356
City of Frederick, MD as a % of Market Average			103%	100%	99%	98%

NA = Data Not Available
 All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
 The overall market average is a straight average of all data points
 The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Superintendent of Sanitation

Public Works Job Family

Job Summary: Directs and coordinates activities of workers engaged in the collection and disposal of residential and commercial waste.

Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in sanitation or general management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Solid Waste Manager	Non-Exempt	40	\$60,215	\$78,326	\$96,437	\$94,819
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Recycling and Refuse Superintendent	Exempt	40	\$72,393	\$92,300	\$112,207	\$92,300
Frederick County, MD	Assistant Department Head Solid Waste	Exempt	40	\$77,465	\$100,705	\$123,944	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Biosolids Supervisor	N/A	40	\$61,857	\$83,877	\$105,896	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$67,983	\$88,802	\$109,621	\$93,559
City of Frederick, MD	Superintendent of Sanitation	Exempt	40	\$64,563	\$83,960	\$103,356	\$80,842
City of Frederick, MD as a % of Public Sector Market Average				95%	95%	94%	86%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Sanitation Manager - Level 2		40	\$65,963	\$78,461	\$94,361	NA
PayFactors	Sanitation Supervisor		40	\$58,800	\$69,400	\$88,500	NA
Published Survey Market Average				\$62,382	\$73,931	\$91,431	N/A
City of Frederick, MD	Superintendent of Sanitation	Exempt	40	\$64,563	\$83,960	\$103,356	\$80,842
City of Frederick, MD as a % of Market Average				103%	114%	113%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$66,116	\$83,845	\$103,558	\$93,559
City of Frederick, MD	Superintendent of Sanitation	Exempt	40	\$64,563	\$83,960	\$103,356	\$80,842
City of Frederick, MD as a % of Market Average				98%	100%	100%	86%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Superintendent of Sewer & Storm Collections

Public Works Job Family

Job Summary: Directs and coordinates activities of workers engaged in the operation, maintenance, and repair of the sewer collection facilities.

Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in utilities administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Utilities Wastewater Collection Superintendent	Exempt	40	\$60,215	\$78,326	\$96,437	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Collections Superintendent	Exempt	40	\$61,779	\$80,559	\$99,340	\$97,872
City of Rockville, MD	Operations Maintenance Superintendent	N/A	40	\$87,993	\$114,391	\$140,788	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Deputy Director Solid Waste & Watershed	N/A	40	\$81,396	\$105,759	\$130,122	N/A
Washington Suburban Sanitary Commission (MD)	Division Manager, Utility Services Zone	Exempt	40	\$101,128	\$127,753	\$154,378	\$138,930
Public Sector Market Average				\$78,502	\$101,358	\$124,213	\$118,401
City of Frederick, MD	Superintendent of Sewer & Storm Collections	Exempt	40	\$64,563	\$83,960	\$103,356	\$72,440
City of Frederick, MD as a % of Public Sector Market Average				82%	83%	83%	61%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Superintendent of Sewer & Storm Collections	Exempt	40	\$64,563	\$83,960	\$103,356	\$72,440
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$78,502	\$101,358	\$124,213	\$118,401
City of Frederick, MD	Superintendent of Sewer & Storm Collections	Exempt	40	\$64,563	\$83,960	\$103,356	\$72,440
City of Frederick, MD as a % of Market Average				82%	83%	83%	61%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Superintendent of Wastewater Treatment

Public Works Job Family

Job Summary: Directs and coordinates activities of workers engaged in the operation, maintenance, and repair of waste water treatment facilities.

Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in utilities administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Wastewater Treatment Superintendent	Non-Exempt	40	\$60,215	\$78,326	\$96,437	\$67,370
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	WWTP Superintendent	Exempt	40	\$61,779	\$80,559	\$99,340	\$99,340
City of Rockville, MD	Water Treatment Plant Superintendent	Exempt	40	\$84,639	\$110,031	\$135,423	\$110,031
Frederick County, MD	Wastewater Treatment Superintendent	Exempt	40	\$101,541	\$132,003	\$162,466	\$117,396
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Utility Plant Manager	Exempt	40	\$79,227	\$107,432	\$135,636	\$118,596
Washington County, MD	Collection Superintendent	N/A	40	\$69,823	\$90,702	\$111,581	N/A
Washington Suburban Sanitary Commission (MD)	Plant Superintendent - Wastewater	Exempt	40	\$101,128	\$135,472	\$169,815	\$127,457
Public Sector Market Average				\$79,765	\$104,932	\$130,100	\$106,698
City of Frederick, MD	Superintendent of Wastewater Treatment	Exempt	40	\$64,563	\$83,960	\$103,356	\$103,356
City of Frederick, MD as a % of Public Sector Market Average				81%	80%	79%	97%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Superintendent of Wastewater Treatment	Exempt	40	\$64,563	\$83,960	\$103,356	\$103,356
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average					\$79,765	\$104,932	\$130,100	\$106,698
City of Frederick, MD	Superintendent of Wastewater Treatment	Exempt	40	\$64,563	\$83,960	\$103,356	\$103,356	
City of Frederick, MD as a % of Market Average					81%	80%	79%	97%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Superintendent of Water Treatment

Public Works Job Family

Job Summary: Directs and coordinates the activities of workers engaged in operation, maintenance, and repair of water treatment facilities.

Minimum Qualifications: 6 months+ training beyond High School; 7 to 9 years' experience in utilities administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Water Treatment Superintendent	Non-Exempt	40	\$60,215	\$78,326	\$96,437	\$61,986
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Water Production Superintendent	Exempt	40	\$61,779	\$80,559	\$99,340	\$91,886
City of Rockville, MD	Water Treatment Plant Superintendent	Exempt	40	\$83,801	\$108,942	\$134,083	\$110,031
Frederick County, MD	Water Distribution Superintendent	Exempt	40	\$101,541	\$132,003	\$162,466	\$118,344
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Utility Plant Manager	N/A	40	\$79,227	\$107,432	\$135,636	\$134,021
Washington County, MD	Treatment Plant Superintendent	N/A	40	\$59,842	\$77,767	\$95,693	N/A
Washington Suburban Sanitary Commission (MD)	Plant Superintendent - Water	Exempt	40	\$101,128	\$135,472	\$169,815	\$144,826
Public Sector Market Average				\$78,219	\$102,929	\$127,638	\$110,182
City of Frederick, MD	Superintendent of Water Treatment	Exempt	40	\$64,563	\$83,960	\$103,356	\$103,356
City of Frederick, MD as a % of Public Sector Market Average				83%	82%	81%	94%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Superintendent of Water Treatment	Exempt	40	\$64,563	\$83,960	\$103,356	\$103,356
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average						\$78,219	\$102,929	\$127,638
City of Frederick, MD	Superintendent of Water Treatment	Exempt	40	\$64,563	\$83,960	\$103,356	\$103,356	
City of Frederick, MD as a % of Market Average						83%	82%	81%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Tree Technician II

Public Works Job Family

Job Summary: Plants, maintains, prunes, and removes trees in streets and parks.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in landscaping; Roadside tree expert license, Pesticide Applicator license

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Tree Climber	N/A	40	\$43,754	\$54,692	\$65,630	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	Tree Climber/Maintenance Worker II	Non-Exempt	40	\$40,817	\$55,331	\$69,844	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$42,285	\$55,011	\$67,737	N/A
City of Frederick, MD	Tree Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$53,040
City of Frederick, MD as a % of Public Sector Market Average				89%	89%	89%	N/A

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Groundskeeper, Sr.		40	\$32,500	\$44,900	\$60,700	NA
Economic Research Institute	Tree Pruner - Level 2		40	\$35,010	\$40,268	\$46,758	NA
PayFactors	Groundskeeper II		40	\$28,100	\$37,400	\$50,500	NA
Published Survey Market Average				\$31,870	\$40,856	\$52,653	N/A
City of Frederick, MD	Tree Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$53,040
City of Frederick, MD as a % of Market Average				118%	120%	115%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$36,036	\$46,518	\$58,686	N/A
City of Frederick, MD	Tree Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$53,040
City of Frederick, MD as a % of Market Average				105%	105%	103%	N/A

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Utility Maintenance Technician II

Public Works Job Family

Job Summary: Assists in the installation, maintenance, repair, servicing, enlarging and relocating of wastewater and storm water facilities. Operates machinery as needed.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in utilities maintenance; Class B CDL

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Maintenance Mechanic II	Non-Exempt	40	\$45,969	\$59,771	\$73,574	\$48,761
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Maintenance Worker II - Utilities	Non-Exempt	40	\$40,513	\$50,642	\$60,770	\$51,148
Frederick County, MD	Utility Systems Maintenance Tech II	Non-Exempt	40	\$39,379	\$51,193	\$63,007	\$41,256
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Utility System Technician	Non-Exempt	40	\$44,905	\$60,894	\$76,882	\$55,174
Washington County, MD	Utility Worker II	N/A	40	\$34,911	\$45,339	\$55,766	N/A
Washington Suburban Sanitary Commission (MD)	Utility Technician II	Non-Exempt	40	\$58,384	\$63,961	\$69,539	\$67,110
Public Sector Market Average				\$44,010	\$55,300	\$66,590	\$52,690
City of Frederick, MD	Utility Maintenance Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$46,251
City of Frederick, MD as a % of Public Sector Market Average				86%	89%	91%	88%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Utility Specialist - Level 2		40	\$52,870	\$60,433	\$70,250	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$52,870	\$60,433	\$70,250	N/A
City of Frederick, MD	Utility Maintenance Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$46,251
City of Frederick, MD as a % of Market Average				71%	81%	86%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$45,276	\$56,033	\$67,112	\$52,690
City of Frederick, MD	Utility Maintenance Technician II	Non-Exempt	40	\$37,670	\$48,984	\$60,298	\$46,251
City of Frederick, MD as a % of Market Average				83%	87%	90%	88%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Waste Collection and Disposal Foreman

Public Works Job Family

Job Summary: Plans and coordinates the work of a crew performing waste collection and disposal.

Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in sanitation or general management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Solid Waste Foreman	Non-Exempt	40	\$50,157	\$65,189	\$80,220	\$57,290
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Crew Supervisor-Public Works I	N/A	40	\$54,095	\$68,972	\$83,849	N/A
Frederick County, MD	Solid Waste Foreman	Non-Exempt	40	\$59,098	\$76,827	\$94,556	\$65,252
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$54,450	\$70,329	\$86,208	\$61,271
City of Frederick, MD	Waste Collection and Disposal Foreman	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$58,337
City of Frederick, MD as a % of Public Sector Market Average				87%	88%	88%	95%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Sanitation Team Leader - Level 2		40	\$43,074	\$49,707	\$58,468	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$43,074	\$49,707	\$58,468	N/A
City of Frederick, MD	Waste Collection and Disposal Foreman	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$58,337
City of Frederick, MD as a % of Market Average				110%	124%	130%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$51,606	\$65,174	\$79,273	\$61,271
City of Frederick, MD	Waste Collection and Disposal Foreman	Non-Exempt	40	\$47,450	\$61,707	\$58,337
City of Frederick, MD as a % of Market Average			92%	95%	96%	95%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Wastewater Pretreatment Coordinator

Public Works Job Family

Job Summary: Performs inspections, sampling, and monitoring of non-industrial, industrial, and commercial businesses. Keeps records and develops reports.

Minimum Qualifications: Bachelor's Degree in Biology, Chemistry, or a related field; 3 to 5 years' experience in water operation, testing, and sampling

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Laboratory Coordinator	Non-Exempt	40	\$52,446	\$71,118	\$89,790	\$70,349
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$52,446	\$71,118	\$89,790	\$70,349
City of Frederick, MD	Wastewater Pretreatment Coordinator	Non-Exempt	40	\$55,358	\$71,985	\$88,612	\$70,786
City of Frederick, MD as a % of Public Sector Market Average				106%	101%	99%	101%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Wastewater Pretreatment Coordinator	Non-Exempt	40	\$55,358	\$71,985	\$88,612	\$70,786
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average						\$52,446	\$71,118	\$89,790
City of Frederick, MD	Wastewater Pretreatment Coordinator	Non-Exempt	40	\$55,358	\$71,985	\$88,612	\$70,786	
City of Frederick, MD as a % of Market Average						106%	101%	99%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Water Foreman

Public Works Job Family

Job Summary: Plans and coordinates the work of a crew performing water service maintenance.

Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in utilities administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Water Distribution Foreman	Exempt	40	\$76,858	\$79,446	\$82,035	\$75,123
City of Rockville, MD	Crew Supervisor-Public Works II	Non-Exempt	40	\$57,915	\$73,842	\$89,769	\$73,842
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Utility Systems Crew Leader	Non-Exempt	40	\$52,446	\$71,118	\$89,790	\$69,870
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Crew Supervisor, Utility Services	Exempt	40	\$63,198	\$79,836	\$96,475	\$91,980
Public Sector Market Average				\$62,604	\$76,061	\$89,517	\$77,704
City of Frederick, MD	Water Foreman	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$72,654
City of Frederick, MD as a % of Public Sector Market Average				76%	81%	85%	94%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Water Supervisor - Level 2		40	\$71,578	\$84,952	\$101,974	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$71,578	\$84,952	\$101,974	N/A
City of Frederick, MD	Water Foreman	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$72,654
City of Frederick, MD as a % of Market Average				66%	73%	74%	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average						\$64,399	\$77,839	\$92,009
City of Frederick, MD	Water Foreman	Non-Exempt	40	\$47,450	\$61,707	\$75,964	\$72,654	
City of Frederick, MD as a % of Market Average						74%	79%	83%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Water Meter Technician III

Public Works Job Family

Job Summary: Installs, maintains, repairs, programs, reads, and replaces residential and commercial water meters.

Minimum Qualifications: 6 months+ training beyond High School; 3 to 5 years' experience in water operation, testing, and sampling

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Water Utility Service Tech III	Non-Exempt	40	\$46,966	\$58,287	\$69,608	\$61,754
City of Rockville, MD	Meter Services Specialist	Non-Exempt	40	\$43,754	\$54,692	\$65,630	\$55,239
Frederick County, MD	Meter Maintenance Tech III	Non-Exempt	40	\$42,136	\$54,777	\$67,417	\$64,497
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Field Service Senior Tech	Non-Exempt	40	\$48,295	\$65,690	\$83,085	\$83,085
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Field Meter Mechanic	Non-Exempt	40	\$40,387	\$54,558	\$68,729	\$60,114
Public Sector Market Average				\$44,308	\$57,601	\$70,894	\$64,938
City of Frederick, MD	Water Meter Technician III	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$57,583
City of Frederick, MD as a % of Public Sector Market Average				92%	92%	92%	89%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Meter Technician - Level 2		40	\$52,237	\$61,158	\$72,764	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$52,237	\$61,158	\$72,764	N/A
City of Frederick, MD	Water Meter Technician III	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$57,583
City of Frederick, MD as a % of Market Average				78%	87%	90%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$45,629	\$58,194	\$71,206	\$64,938
City of Frederick, MD	Water Meter Technician III	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$57,583
City of Frederick, MD as a % of Market Average				89%	91%	91%	89%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Deputy Director of Parks and Recreation

Recreation Job Family

Job Summary: Leads the planning and implementation of the Park and Recreation program to include programming, park development, facility operations, and maintenance.

Minimum Qualifications: Bachelor's Degree in Business Administration, Public Administration, or a related field; 9+ years' experience in parks and recreation

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Bureau Chief, Recreation	Exempt	40	\$74,880	\$104,833	\$134,786	\$80,995
City of Gaithersburg, MD	Recreation Services Division Chief	Exempt	40	\$88,164	\$116,817	\$145,470	\$113,484
City of Hagerstown, MD	Parks & Recreation Manager	Exempt	40	\$64,557	\$84,204	\$103,851	\$103,851
City of Rockville, MD	Deputy Director of Recreation and Parks	N/A	40	\$100,892	\$133,682	\$166,472	N/A
Frederick County, MD	Deputy Director Parks and Recreation	Exempt	40	\$101,541	\$132,003	\$162,466	\$107,295
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	Parks and Recreation Associate Director	Exempt	40	\$82,921	\$112,406	\$141,891	N/A
Town of Leesburg, VA	Deputy Director of Parks and Recreation	Exempt	37.5	\$86,040	\$116,670	\$147,299	\$136,409
Washington County, MD	Deputy Director Public Works, Parks & Facilities	N/A	40	\$81,396	\$105,759	\$130,122	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$85,049	\$113,297	\$141,545	\$108,407
City of Frederick, MD	Deputy Director of Parks and Recreation	Exempt	40	\$87,839	\$114,233	\$140,627	\$96,861
City of Frederick, MD as a % of Public Sector Market Average				103%	101%	99%	89%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Deputy Director of Parks and Recreation	Exempt	40	\$87,839	\$114,233	\$140,627	\$96,861
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$85,049	\$113,297	\$141,545	\$108,407
City of Frederick, MD	Deputy Director of Parks and Recreation	Exempt	\$87,839	\$114,233	\$140,627	\$96,861
City of Frederick, MD as a % of Market Average			103%	101%	99%	89%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Events Coordinator

Recreation Job Family

Job Summary: Coordinates and plans special events.

Minimum Qualifications: Bachelor's Degree in Communications, Marketing, or a related field; 1 to 3 years' experience in event management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Events Coordinator	Non-Exempt	40	\$38,726	\$50,334	\$61,943	\$43,311
City of Gaithersburg, MD	Program Supervisor	Exempt	40	\$59,761	\$78,586	\$97,411	\$68,710
City of Hagerstown, MD	Community Event Coordinator	N/A	40	\$46,019	\$60,143	\$74,268	\$62,006
City of Rockville, MD	Events Specialist	Exempt	40	\$57,342	\$73,111	\$88,880	\$73,842
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	Events Planning Coordinator	N/A	40	\$51,543	\$69,583	\$87,623	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Events Coordinator	Non-Exempt	37.5	\$55,942	\$75,859	\$95,776	\$59,348
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Event Coordinator	Exempt	40	\$69,517	\$87,818	\$106,119	\$104,444
Public Sector Market Average				\$54,121	\$70,776	\$87,431	\$68,610
City of Frederick, MD	Events Coordinator	Non-Exempt	40	\$51,241	\$66,647	\$82,052	\$52,266
City of Frederick, MD as a % of Public Sector Market Average				95%	94%	94%	76%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Event Logistics Planner I		40	\$49,500	\$60,900	\$72,500	NA
Economic Research Institute	Events and Promotions Coordinator - Level 2		40	\$40,848	\$49,106	\$59,506	NA
PayFactors	Special Events Coordinator		40	\$46,800	\$69,800	\$92,700	NA
Published Survey Market Average				\$45,716	\$59,935	\$74,902	N/A
City of Frederick, MD	Events Coordinator	Non-Exempt	40	\$51,241	\$66,647	\$82,052	\$52,266
City of Frederick, MD as a % of Market Average				112%	111%	110%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$51,600	\$67,524	\$83,673	\$68,610
City of Frederick, MD	Events Coordinator	Non-Exempt	\$51,241	\$66,647	\$82,052	\$52,266
City of Frederick, MD as a % of Market Average			99%	99%	98%	76%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Head Golf Professional/General Manager

Recreation Job Family

Job Summary: Oversees the day-to-day operations of the golf course.

Minimum Qualifications: Associate's Degree or 2 Years of College in Business Administration, Public Administration, or a related field; 7 to 9 years' experience in golf course management

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Golf Course Superintendent	N/A	40	\$69,823	\$90,702	\$111,581	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$69,823	\$90,702	\$111,581	N/A
City of Frederick, MD	Head Golf Professional/General Manager	Exempt	40	\$64,563	\$83,960	\$103,356	\$70,570
City of Frederick, MD as a % of Public Sector Market Average				92%	93%	93%	N/A

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Head Golf Professional		40	\$40,200	\$59,300	\$82,100	NA
Economic Research Institute	Golf Club Manager - Level 2		40	\$80,192	\$93,938	\$111,315	NA
PayFactors	Golf Director		40	\$81,900	\$99,900	\$140,600	NA
Published Survey Market Average				\$67,431	\$84,379	\$111,338	N/A
City of Frederick, MD	Head Golf Professional/General Manager	Exempt	40	\$64,563	\$83,960	\$103,356	\$70,570
City of Frederick, MD as a % of Market Average				96%	100%	93%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$68,029	\$85,960	\$111,399	N/A
City of Frederick, MD	Head Golf Professional/General Manager	Exempt	40	\$64,563	\$83,960	\$103,356
City of Frederick, MD as a % of Market Average			95%	98%	93%	N/A

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Parks Superintendent

Recreation Job Family

Job Summary: Leads the operations of the parks division.

Minimum Qualifications: Associate's Degree or 2 Years of College in Business Administration, Public Administration, or a related field; 7 to 9 years' experience in parks and recreation

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Bureau Chief, Parks	Exempt	40	\$74,880	\$104,833	\$134,786	\$98,076
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Superintendent of Parks and Facilities	N/A	40	\$87,993	\$114,391	\$140,788	N/A
Frederick County, MD	Superintendent Parks	Exempt	40	\$77,465	\$100,705	\$123,944	\$79,612
Loudoun County, VA	Park Manager II	N/A	40	\$57,147	\$77,148	\$97,149	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Parks Manager	Exempt	40	\$61,857	\$83,877	\$105,896	\$87,739
Washington County, MD	Parks Manager	N/A	40	\$55,429	\$71,992	\$88,556	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$69,128	\$92,157	\$115,186	\$88,476
City of Frederick, MD	Parks Superintendent	Exempt	40	\$64,563	\$83,960	\$103,356	\$82,217
City of Frederick, MD as a % of Public Sector Market Average				93%	91%	90%	93%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Parks Superintendent	Exempt	40	\$64,563	\$83,960	\$103,356	\$82,217
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average					\$69,128	\$92,157	\$115,186	\$88,476
City of Frederick, MD	Parks Superintendent	Exempt	40	\$64,563	\$83,960	\$103,356	\$82,217	
City of Frederick, MD as a % of Market Average					93%	91%	90%	93%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Recreation Program Coordinator

Recreation Job Family

Job Summary: Coordinates a recreation program, which includes assisting in the organization of the program, receiving and processing of applications and documentation, and providing customer service. Monitors and orders supplies and ensures equipment is in working order.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in parks and recreation

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Recreation Coordinator	Non-Exempt	40	\$45,969	\$59,771	\$73,574	\$49,204
City of Gaithersburg, MD	Recreation Sports Program Coordinator	Non-Exempt	40	\$35,360	\$43,680	\$52,000	N/A
City of Hagerstown, MD	Recreation Promo & Service Coordinator	Exempt	40	\$48,089	\$62,870	\$77,651	\$77,651
City of Rockville, MD	Recreation Program Coordinator	Exempt	40	\$60,782	\$77,498	\$94,213	\$78,273
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	Recreation Programmer	N/A	40	\$40,512	\$54,692	\$68,871	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	Recreation Program Assistant	N/A	40	N/A	\$35,610	N/A	\$35,610
Washington County, MD	Recreation Program Coordinator	N/A	40	\$51,306	\$66,664	\$82,023	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$47,003	\$57,255	\$74,722	\$60,184
City of Frederick, MD	Recreation Program Coordinator	Non-Exempt	40	\$31,221	\$36,410	\$41,600	\$31,311
City of Frederick, MD as a % of Public Sector Market Average				66%	64%	56%	52%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Recreation Specialist - Level 2		40	\$37,245	\$44,095	\$53,328	NA
PayFactors	Recreation Specialist		40	\$37,400	\$54,100	\$78,200	NA
Published Survey Market Average				\$37,323	\$49,098	\$65,764	N/A
City of Frederick, MD	Recreation Program Coordinator	Non-Exempt	40	\$31,221	\$36,410	\$41,600	\$31,311
City of Frederick, MD as a % of Market Average				84%	74%	63%	N/A

Combined Sources (Public Sector and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary	
Overall Comparator Market Average						\$44,583	\$55,442	\$72,482	\$60,184
City of Frederick, MD	Recreation Program Coordinator	Non-Exempt	40	\$31,221	\$36,410	\$41,600	\$41,600	\$31,311	
City of Frederick, MD as a % of Market Average						70%	66%	57%	52%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

City of Frederick, MD Detailed Market Data (Adjusted)

Case Manager I

Social Work Job Family

Job Summary: Coordinates services and case management responsibilities for clients. Meets with clients and assists with issues. Processes and ensures accuracy of case and reimbursement data. Develops and submits reports.

Minimum Qualifications: High School diploma or G.E.D. equivalency; 1 to 3 years' experience in counseling or social service program administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	Program Specialist	Non-Exempt	40	\$42,182	\$54,865	\$67,548	\$43,865
City of Gaithersburg, MD	Community Services Case Worker	Exempt	40	\$52,197	\$68,379	\$84,560	\$43,077
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	Case Worker	Exempt	40	\$45,085	\$58,611	\$72,137	\$57,900
Loudoun County, VA	Case Manager	N/A	40	\$53,347	\$72,018	\$90,690	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$48,203	\$63,468	\$78,734	\$48,280
City of Frederick, MD	Case Manager I	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$42,129
City of Frederick, MD as a % of Public Sector Market Average				84%	83%	83%	87%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	Case Manager		40	\$74,700	\$89,400	\$105,700	NA
Economic Research Institute	Social Service Caseworker - Level 1		40	\$41,047	\$47,318	\$55,118	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$57,874	\$68,359	\$80,409	N/A
City of Frederick, MD	Case Manager I	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$42,129
City of Frederick, MD as a % of Market Average				70%	77%	81%	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$51,426	\$65,099	\$79,292	\$48,280
City of Frederick, MD	Case Manager I	Non-Exempt	40	\$40,689	\$52,913	\$65,137	\$42,129
City of Frederick, MD as a % of Market Average				79%	81%	82%	87%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Intake Worker

Social Work Job Family

Job Summary: Interviews clients requesting assistance with energy needs and provides assistance with the application process. Determines eligibility for program benefits.

Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in social service program administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	Social Services Case Aide	Non-Exempt	40	\$34,395	\$44,714	\$55,033	\$42,515
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$34,395	\$44,714	\$55,033	\$42,515
City of Frederick, MD	Intake Worker	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$31,214
City of Frederick, MD as a % of Public Sector Market Average				87%	87%	87%	73%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	Social Services Aide - Level 1		40	\$32,846	\$36,961	\$42,647	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				\$32,846	\$36,961	\$42,647	N/A
City of Frederick, MD	Intake Worker	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$31,214
City of Frederick, MD as a % of Market Average				91%	105%	112%	N/A

Combined Sources (Public Sector and Published Data)	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average			\$33,621	\$40,838	\$48,840	\$42,515
City of Frederick, MD	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$31,214
City of Frederick, MD as a % of Market Average			89%	95%	98%	73%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Manager of Energy Assistance Services

Social Work Job Family

Job Summary: Manages the Office of Home Energy Program, which includes oversight of program staff, data entry, applications determinations, fraud monitoring, appeal hearings, vendor payments, budgets, outreach, and State OHEP program monitoring.

Minimum Qualifications: Associate's Degree or 2 Years of College in Business Administration, Social Work, or a related field; 3 to 5 years' experience in social service program administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	Housing Program Manager	Exempt	40	\$59,098	\$76,827	\$94,556	\$65,532
Loudoun County, VA	Energy Coordinator	N/A	40	\$58,071	\$79,848	\$101,625	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$58,585	\$78,338	\$98,091	\$65,532
City of Frederick, MD	Manager of Energy Assistance Services	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$57,132
City of Frederick, MD as a % of Public Sector Market Average				75%	73%	72%	87%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Manager of Energy Assistance Services	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$57,132
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$58,585	\$78,338	\$98,091	\$65,532
City of Frederick, MD	Manager of Energy Assistance Services	Non-Exempt	40	\$43,932	\$57,141	\$70,351	\$57,132
City of Frederick, MD as a % of Market Average				75%	73%	72%	87%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Outreach Worker I

Social Work Job Family

Job Summary: Engages and guides clients to services, including food bank, soup kitchen, and clinic. Conducts outreach, performs intakes and other paperwork and makes referrals based on client needs.

Minimum Qualifications: High School diploma or G.E.D. equivalency; Less than 1 year experience in social service program administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Program Outreach Worker	N/A	40	\$28,475	\$32,354	\$36,234	N/A
Frederick County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$28,475	\$32,354	\$36,234	N/A
City of Frederick, MD	Outreach Worker I	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$27,144
City of Frederick, MD as a % of Public Sector Market Average				105%	120%	132%	N/A

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Outreach Worker I	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$27,144
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$28,475	\$32,354	\$36,234	N/A
City of Frederick, MD	Outreach Worker I	Non-Exempt	40	\$29,916	\$38,895	\$47,874	\$27,144
City of Frederick, MD as a % of Market Average				105%	120%	132%	N/A

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

City of Frederick, MD Detailed Market Data (Adjusted)

Supervisor of Victim Services

Social Work Job Family

Job Summary: Supervises the operations of the victim services unit of the Police Department, which includes case assignment and case review.

Minimum Qualifications: Bachelor's Degree in Business Administration, Social Work, or a related field; 5 to 7 years' experience in counseling or social service program administration

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Carroll County, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	Victim Witness Coordinator IV	Non-Exempt	40	\$59,098	\$76,827	\$94,556	\$75,958
Loudoun County, VA	Victim Witness Case Manager	N/A	40	\$49,800	\$67,230	\$84,660	N/A
Maryland-National Capital Park and Planning Commission	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Victim/Witness Unit Director - State's Attorney	N/A	40	\$59,842	\$77,767	\$95,693	N/A
Washington Suburban Sanitary Commission (MD)	No Match	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Market Average				\$56,246	\$73,941	\$91,636	\$75,958
City of Frederick, MD	Supervisor of Victim Services	Non-Exempt	40	\$51,241	\$66,647	\$82,052	\$55,932
City of Frederick, MD as a % of Public Sector Market Average				91%	90%	90%	74%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 10th	Base 50th	Base 90th	Actual Avg. Salary
CompAnalyst	No Match		N/A	N/A	N/A	N/A	NA
Economic Research Institute	No Match		N/A	N/A	N/A	N/A	NA
PayFactors	No Match		N/A	N/A	N/A	N/A	NA
Published Survey Market Average				N/A	N/A	N/A	N/A
City of Frederick, MD	Supervisor of Victim Services	Non-Exempt	40	\$51,241	\$66,647	\$82,052	\$55,932
City of Frederick, MD as a % of Market Average				N/A	N/A	N/A	N/A

Combined Sources (Public Sector and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Actual Avg. Salary
Overall Comparator Market Average				\$56,246	\$73,941	\$91,636	\$75,958
City of Frederick, MD	Supervisor of Victim Services	Non-Exempt	40	\$51,241	\$66,647	\$82,052	\$55,932
City of Frederick, MD as a % of Market Average				91%	90%	90%	74%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is a straight average of all data points

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

For Washington County matches, Segal used step 20 of the salary scale as a proxy for the pay range maximum.

Economic Research Institute Geographic Adjustments by Peer

Peer Organization	ERI Factor	Adjustment to Salary Data ⁸
National Average	100.0	NA
City of Frederick, MD	112.9	NA
Carroll County, MD	106.0	6.5%
City of Gaithersburg, MD	114.0	NA
City of Hagerstown, MD	97.7	15.6%
City of Rockville, MD	114.1	NA
Frederick County, MD	113.0	NA
Loudoun County, VA	114.7	NA
Maryland-National Capital Park and Planning Commission (Adelphi, MD)	116.2	-2.8%
Town of Leesburg, VA	114.7	NA
Washington County, MD	97.4	15.9%
Washington Suburban Sanitary Commission (Laurel, MD)	116.0	-2.7%

A positive adjustment means that the cost-of labor in a comparator location is lower than in Frederick, MD. For example, the cost of labor in Washington County, MD is lower than in Frederick, MD, which is shown as an adjustment of 15.9%. Conversely, a negative adjustment means that the cost-of-labor in a comparator location is higher than in Frederick, MD.

⁸ Segal does not adjust for ERI factors within +/- 2%.

Appendix C – Pay Policies, Paid Leave, Benefits, and Retirement Tables

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Retirement Benefits	C-40

City of Frederick, MD Total Compensation Survey

Compensation Practices

Table 1.a Pay Schedule Design

Peer	Grade and Step	Grades, No Steps	No Ranges
Carroll County, MD		X	
City of Gaithersburg, MD	X		
City of Hagerstown, MD	X		X
City of Rockville, MD	X	X	
Frederick County, MD	X	X	
Loudoun County, VA	X	X	
Maryland-National Capital Park and Planning Commission	X	X	
Town of Leesburg, VA		X	
Washington County, MD	X		
Washington Suburban Sanitary Commission (MD)	X	X	
City of Frederick, MD		X	

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Compensation Practices

Table 1.b Employee Pay Progression

Peer	Longevity	Merit / Performance	Market Data	Budget Process
Carroll County, MD	X			X
City of Gaithersburg, MD		X	X	
City of Hagerstown, MD	X			
City of Rockville, MD	X	X	X	X
Frederick County, MD		X		X
Loudoun County, VA	X			X
Maryland-National Capital Park and Planning Commission	NR	NR	NR	NR
Town of Leesburg, VA		X		
Washington County, MD	X			X
Washington Suburban Sanitary Commission (MD)		X		
City of Frederick, MD		x		x

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Compensation Practices

Table 1.c Pay Schedule Adjustments

Peer	Market Data	CPI	Budget Process	CBA
Carroll County, MD		X	X	
City of Gaithersburg, MD	X	X	X	
City of Hagerstown, MD		X		X
City of Rockville, MD	X	X	X	X
Frederick County, MD		X	X	X
Loudoun County, VA	X		X	
Maryland-National Capital Park and Planning Commission	NR	NR	NR	NR
Town of Leesburg, VA	X		X	
Washington County, MD		X	X	
Washington Suburban Sanitary Commission (MD)		X		
City of Frederick, MD		X		

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Compensation Practices

Table 1.d FY2021-2023 Base Pay Increases (%)

Peer	FY2021	FY2022	FY2023 (Anticipated)
Carroll County, MD	0.0%	5.6%	5.6%
City of Gaithersburg, MD	1.0%	2.5%	Unknown
City of Hagerstown, MD	Unknown	Unknown	Unknown
City of Rockville, MD	0.0%	1.0%	Unknown
Frederick County, MD	0.0%	0.0%	Unknown
Loudoun County, VA	3.8%	N/A	N/A
Maryland-National Capital Park and Planning Commission	NR	NR	NR
Town of Leesburg, VA	0.0%	0.0%	Unknown
Washington County, MD	1.0%	N/A	N/A
Washington Suburban Sanitary Commission (MD)	0.0%	0.0%	Unknown
Market Average	0.7%	1.5%	5.6%
City of Frederick, MD	1.2%	2.6%	Unknown

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Compensation Practices

Table 1.e Bilingual Pay

Peer	Offered?	Amount (\$ or %)	Additional Notes
Carroll County, MD	No	N/A	N/A
City of Gaithersburg, MD	Yes	\$2,080	Paid per year
City of Hagerstown, MD	Yes	\$1,000	One-time pay
City of Rockville, MD	No	N/A	N/A
Frederick County, MD	No	N/A	N/A
Loudoun County, VA	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	NR	NR	NR
Town of Leesburg, VA	Yes	5.0%	Must pass proficiency exam to be eligible
Washington County, MD	No	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No	N/A	N/A
City of Frederick, MD	No	N/A	N/A

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Compensation Practices

Table 1.f Education/Tuition Assistance

Peer	Offered?	Amount (\$ or %)	Additional Notes
Carroll County, MD	Yes	\$1,500	\$1,500 per class, \$9,000 maximum
City of Gaithersburg, MD	Yes	\$3,500	Paid per fiscal year
City of Hagerstown, MD	No	N/A	N/A
City of Rockville, MD	Yes	\$3,000	N/A
Frederick County, MD	Yes	\$3,000	Two courses per semester; 75% of costs are covered for job-related courses, 50% for non-job-related courses; Must have grade of C or higher
Loudoun County, VA	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	NR	NR	NR
Town of Leesburg, VA	Yes	\$2,500	Must obtain at least a "C" grade
Washington County, MD	Yes	\$2,500	Employee must remain with County for 2 years after tuition reimbursement
Washington Suburban Sanitary Commission (MD)	Yes	\$2,500	Paid per fiscal year
City of Frederick, MD	Yes	\$3,000	Paid per fiscal year

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Compensation Practices

Table 1.g Sign-On Bonus

Peer	Offered?	Amount (\$ or %)	Additional Notes
Carroll County, MD	No	N/A	N/A
City of Gaithersburg, MD	Yes	Varies	Applicable mainly to Police
City of Hagerstown, MD	No	N/A	N/A
City of Rockville, MD	No	N/A	N/A
Frederick County, MD	Yes	\$250	Applicable to Corrections Officers
Loudoun County, VA	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	NR	NR	NR
Town of Leesburg, VA	No	N/A	N/A
Washington County, MD	Yes	\$5,000	Applicable to Sheriff - \$2,500 bonus in 1st year and \$2,500 in 2nd year
Washington Suburban Sanitary Commission (MD)	No	N/A	N/A
City of Frederick, MD	No	N/A	N/A

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Compensation Practices

Table 1.h Tool Allowance

Peer	Offered?	Amount (\$ or %)	Additional Notes
Carroll County, MD	No	N/A	N/A
City of Gaithersburg, MD	No	N/A	N/A
City of Hagerstown, MD	No	N/A	N/A
City of Rockville, MD	No	N/A	N/A
Frederick County, MD	No	N/A	N/A
Loudoun County, VA	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	NR	NR	NR
Town of Leesburg, VA	Yes	\$237	Shoe Allowance
Washington County, MD	No	N/A	N/A
Washington Suburban Sanitary Commission (MD)	No	N/A	N/A
City of Frederick, MD	No	N/A	N/A

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Compensation Practices

Table 1.i Hiring Rates

Peer	Allow for Hiring Above Min	Additional Notes	Current Incumbent Salary Considered for New EE Salaries	Additional Notes
Carroll County, MD	No	N/A	No	N/A
City of Gaithersburg, MD	Yes	No formal policy, just a practice.	Yes	No formal policy, just a practice.
City of Hagerstown, MD	No	N/A	Yes	The City starts all new employees with a pay rate that is consistent and fair to tenured employees
City of Rockville, MD	Yes	If hired above 10% of the minimum salary grade an approval memo must be sent to the City Manager.	Yes	No formal policy, just a practice.
Frederick County, MD	Yes	Up to 20% above minimum with Director of HR Approval; over 20% above minimum with CAO approval	Yes	New employees salary impact upon other employees is considered.
Loudoun County, VA	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	NR	NR	NR	NR
Town of Leesburg, VA	Yes	The Town looks at Education, Experience, Certifications, KSAs and Market Factors in setting salaries for new employees	Yes	The Town conducts an internal comparison of like individuals in similar positions.
Washington County, MD	No	N/A	No	N/A
Washington Suburban Sanitary Commission (MD)	No	N/A	Yes	Internal equity is considered based on current salaries & related experience.
City of Frederick, MD	Yes	City pays above minimum if the department has funds budgeted, the prospective employee has more experience, skills and/or education than the minimum qualifications, and those skills would be advantageous to the goals of the City and the department	Yes	Supervisors try to review the experience of current incumbents versus the new employee to determine differences/similarities in pay.

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Compensation Practices

Table 1.j On-Call Pay

Peer	Offered?	Policy Notes
Carroll County, MD	Yes	Employees are paid a minimum of 4 hours.
City of Gaithersburg, MD	Yes	Employees in stand-by status receive one hour of stand-by compensation at the overtime rate for each eight-hour period. If called in, the employee is paid a minimum of three (3) hours of overtime or the actual overtime hours worked.
City of Hagerstown, MD	Yes	Employees called into work outside their regular shift more than 2 hours before their scheduled shift shall receive pay for at least 4 hours at the rate of time and one-half their regular pay.
City of Rockville, MD	Yes	NR
Frederick County, MD	Yes	On call pay is regular rate of 8 hours added to compensatory bank if you are called in or not.
Loudoun County, VA	NR	NR
Maryland-National Capital Park and Planning Commission	NR	NR
Town of Leesburg, VA	Yes	Employees earn one on-call hour for each seven-hour period of on-call status. Hours worked during on-call are paid at the overtime rate.
Washington County, MD	No	N/A
Washington Suburban Sanitary Commission (MD)	Yes	One hour straight time pay for each scheduled and non-scheduled workday on standby status.
City of Frederick, MD	Yes	Paid to nonexempt employees at the rate of one (1) hour of regular pay for every eight (8) hours covered.

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Compensation Practices

Table 1.k Shift Differentials (2nd and 3rd)

Peer	Second Shift Differential			Third Shift Differential		
	Amount	Applicable Employees	Hours	Amount	Applicable Employees	Hours
Carroll County, MD	5.0%	All	4 PM to 8 AM	N/A	N/A	N/A
City of Gaithersburg, MD	\$0.75/hour	Police	2PM to 6:59PM	\$1.00/hour	Police	7PM to 1:59PM
City of Hagerstown, MD	\$0.90/hour	AFSCME 1540 Continuous Operations employees	4PM to 12AM	\$1.00/hour	AFSCME 1540 Continuous Operations employees	12AM to 8AM
City of Rockville, MD	NR	Police/Water Treatment Plant	NR	NR	Police/Water Treatment Plant	NR
Frederick County, MD	Varies	Varies	Varies	N/A	N/A	N/A
Loudoun County, VA	NR	NR	NR	NR	NR	NR
Maryland-National Capital Park and Planning Commission	NR	NR	NR	NR	NR	NR
Town of Leesburg, VA	\$1.00/hour	Non-exempt EE's in Airport, Parks & Rec, Public Works, Utilities, Dispatchers	5PM to 5AM	\$1.50/hour	Police Officers	7PM to 7AM
Washington County, MD	NR	NR	NR	NR	NR	NR
Washington Suburban Sanitary Commission (MD)	\$1.50/hour	Operators	2PM to 4AM	\$1.50/hour	Operators	2PM - 4AM
City of Frederick, MD	3.0%	All Employees	4PM to 7AM	N/A	N/A	N/A

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Compensation Practices

Table 1.1 Shift Differentials (Weekend and Holiday)

Peer	Weekend Shift Differential			Holiday Shift Differential		
	Amount	Applicable Employees	Hours	Amount	Applicable Employees	Hours
Carroll County, MD	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	N/A	N/A	N/A	1.5x regular rate	classified employee and unclassified management	N/A
City of Hagerstown, MD	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	NR	Police/Water Treatment Plant	NR	1.5x regular rate	All eligible employees working that day	12am-midnight
Frederick County, MD	\$3 - \$5/hour	Transit Drivers	7AM to 3PM; 1:30PM to 10:15PM	N/A	N/A	N/A
Loudoun County, VA	NR	NR	NR	NR	NR	NR
Maryland-National Capital Park and Planning Commission	NR	NR	NR	NR	NR	NR
Town of Leesburg, VA	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	NR	NR	NR	NR	NR	NR
Washington Suburban Sanitary Commission (MD)	\$1.50/hour	N/A	2PM to 4AM	N/A	N/A	N/A
City of Frederick, MD	N/A	N/A	N/A	N/A	N/A	N/A

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Paid Time Off Benefits

Table 2.a Paid Leave System

Peer	Type of Paid Leave (Traditional or PTO)	Is paid leave accrued over time?	When can new employees begin using paid leave?
Carroll County, MD	Traditional Leave	Yes	Must complete probationary period
City of Gaithersburg, MD	Traditional Leave	Yes	Can use vacation/PTO immediately
City of Hagerstown, MD	Traditional Leave	Yes	Must complete probationary period
City of Rockville, MD	Traditional Leave	Yes	Can use vacation/PTO immediately
Frederick County, MD	Traditional Leave	Yes	Must complete probationary period
Loudoun County, VA	Traditional Leave	N/A	N/A
Maryland-National Capital Park and Planning Commission	Traditional Leave	N/A	N/A
Town of Leesburg, VA	Traditional Leave	Yes	Can use vacation/PTO immediately
Washington County, MD	Traditional Leave	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Traditional Leave	Yes	Must complete probationary period
City of Frederick, MD	Traditional Leave	Yes	Must complete probationary period

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Paid Time Off Benefits

Table 2.b Total Paid Time Off Days Accrued (Vacation/PTO, Sick Leave, Holidays, and Personal Days)

Peer	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Total	
Carroll County, MD	31	43	43	43	43	49	49	49	49	49	55	55	55	55	55	61	61	61	61	61	67	67	67	67	67	67	1363
City of Gaithersburg, MD	40	40	40	43	43	43	46	46	46	49	49	49	52	52	52	52	52	52	52	52	52	52	52	52	52	52	1198
City of Hagerstown, MD	38	38	38	38	38	43	43	43	43	48	48	48	48	48	48	48	48	53	53	53	53	53	53	53	53	53	1170
City of Rockville, MD	42	42	45	45	45	47	47	47	49	49	49	49	49	49	49	49	49	49	49	49	49	49	49	49	49	49	1193
Frederick County, MD	38	38	44	44	44	44	44	44	44	44	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	51	1193
Loudoun County, VA	37	37	39	40	41	42	43	44	45	46	47	48	49	49	49	49	49	49	49	49	49	49	49	49	49	49	1146
Maryland-National Capital Park and Planning Commission	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	1075
Town of Leesburg, VA	38	39	40	41	44	44	44	44	44	47	47	47	47	47	50	50	50	50	50	50	52	52	52	52	52	52	1163
Washington County, MD	44	44	44	44	44	49	49	49	49	49	49	49	49	49	49	54	54	54	54	54	54	54	54	54	54	54	1250
Washington Suburban Sanitary Commission (MD)	40	40	40	47	47	47	47	47	47	47	47	47	47	47	47	53	53	53	53	53	53	53	53	53	53	53	1214
Market Average	39	40	42	43	43	45	45	46	46	47	48	49	49	49	49	51	51	51	51	52	52	52	52	52	52	52	1196
City of Frederick, MD	37	37	37	37	42	42	42	42	42	42	42	42	47	47	47	47	47	47	47	47	47	47	47	47	47	47	1095

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Carroll County's sick leave ranges from 6-24 days depending on years of service. (6 days at 1 year, 12 days at 2 years, 15 days at 6 years, 18 days at 11 years, 21 days at 16 years, and 24 days at 21 years.)

City of Frederick, MD Total Compensation Survey

Paid Time Off Benefits

Table 2.c Vacation (Traditional) Days Accrued

Peer	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Total	
Carroll County, MD	6	12	12	12	12	15	15	15	15	15	18	18	18	18	18	21	21	21	21	21	24	24	24	24	24	444	
City of Gaithersburg, MD	12	12	12	15	15	15	18	18	18	21	21	21	24	24	24	24	24	24	24	24	24	24	24	24	24	24	510
City of Hagerstown, MD	10	10	10	10	10	15	15	15	15	20	20	20	20	20	20	20	20	25	25	25	25	25	25	25	25	470	
City of Rockville, MD	16	16	19	19	19	21	21	21	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	543
Frederick County, MD	11	11	17	17	17	17	17	17	17	17	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	518
Loudoun County, VA	12	12	14	15	16	17	18	19	20	21	22	23	24	24	24	24	24	24	24	24	24	24	24	24	24	24	521
Maryland-National Capital Park and Planning Commission	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	375
Town of Leesburg, VA	12	13	14	15	18	18	18	18	18	21	21	21	21	21	24	24	24	24	24	24	26	26	26	26	26	26	525
Washington County, MD	10	10	10	10	10	15	15	15	15	15	15	15	15	15	15	20	20	20	20	20	20	20	20	20	20	20	400
Washington Suburban Sanitary Commission (MD)	13	13	13	20	20	20	20	20	20	20	20	20	20	20	20	26	26	26	26	26	26	26	26	26	26	26	539
Market Average	12	12	14	15	15	17	17	17	18	19	20	20	20	20	21	22	22	23	23	23	23	23	23	23	23	23	485
City of Frederick, MD	13	13	13	13	18	18	18	18	18	18	18	18	23	23	23	23	23	23	23	23	23	23	23	23	23	23	495

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Paid Time Off Benefits

Table 2.d PTO/Vacation Day Carry-Over

Peer	Carry-Over Available	Maximum Carry-Over Days Per Year
Carroll County, MD	Yes	45
City of Gaithersburg, MD	Yes	30
City of Hagerstown, MD	Yes	14
City of Rockville, MD	Yes	50
Frederick County, MD	Yes	30
Loudoun County, VA	Yes	45
Maryland-National Capital Park and Planning Commission	NR	NR
Town of Leesburg, VA	Yes	52
Washington County, MD	Yes	6
Washington Suburban Sanitary Commission (MD)	Yes	45
Market Average	N/A	35
City of Frederick, MD	Yes	30

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Paid Time Off Benefits

Table 2.e Vacation Days Cash-Out

Peer	Cash-Out Available	Days at Year End	Days at Termination	Days at Retirement	Additional Policy Information
Carroll County, MD	Yes	0	Unlimited	Unlimited	N/A
City of Gaithersburg, MD	Yes	10	Unlimited	Unlimited	N/A
City of Hagerstown, MD	No	N/A	N/A	N/A	N/A
City of Rockville, MD	Yes	5	50	50	N/A
Frederick County, MD	Yes	0	Unlimited	Unlimited	N/A
Loudoun County, VA	No	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	NR	NR	NR	NR	NR
Town of Leesburg, VA	Yes	0	Unlimited	Unlimited	N/A
Washington County, MD	Yes	0	Unlimited	Unlimited	N/A
Washington Suburban Sanitary Commission (MD)	Yes	N/A	Unlimited	Unlimited	N/A
City of Frederick, MD	Yes	0	Unlimited	Unlimited	N/A

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Paid Time Off Benefits

Table 2.f Sick Leave Days Annual Accrual

Peer	Days Accrued Per Year	Additional Sick Leave Policy Information
Carroll County, MD	24	Carroll County's sick leave ranges from 6-24 days depending on years of service. The number shown reflects the maximum that can be accrued.
City of Gaithersburg, MD	13	N/A
City of Hagerstown, MD	12	N/A
City of Rockville, MD	15	N/A
Frederick County, MD	15	N/A
Loudoun County, VA	12	N/A
Maryland-National Capital Park and Planning Commission	15	N/A
Town of Leesburg, VA	12	N/A
Washington County, MD	15	N/A
Washington Suburban Sanitary Commission (MD)	15	N/A
Market Average	15	N/A
City of Frederick, MD	12	N/A

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Paid Time Off Benefits

Table 2.g Sick Leave Days Carry-Over

Peer	Carry-Over Available	Maximum Carry-Over Days Per Year
Carroll County, MD	Yes	Unlimited
City of Gaithersburg, MD	Yes	Unlimited
City of Hagerstown, MD	Yes	Unlimited
City of Rockville, MD	Yes	Unlimited
Frederick County, MD	Yes	Unlimited
Loudoun County, VA	Yes	Unlimited
Maryland-National Capital Park and Planning Commission	NR	NR
Town of Leesburg, VA	Yes	Unlimited
Washington County, MD	Yes	Unlimited
Washington Suburban Sanitary Commission (MD)	Yes	Unlimited
City of Frederick, MD	Yes	Unlimited

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Paid Time Off Benefits

Table 2.h Sick Leave Days Cash-Out

Peer	Cash-Out Available	Days at Year End	Days at Termination	Days at Retirement	Additional Policy Information
Carroll County, MD	Yes	0	0	25% of leave	N/A
City of Gaithersburg, MD	No	N/A	N/A	N/A	Upon retirement the City will pay up to 35% of sick leave to employee via a 401A deposit.
City of Hagerstown, MD	No	N/A	N/A	N/A	N/A
City of Rockville, MD	Yes	0	0	25% of leave	Upon retirement an employee may elect to be paid one (1) day for every four (4) days of accumulated sick leave.
Frederick County, MD	No	N/A	N/A	N/A	Unused sick leave can be credited as service time at retirement.
Loudoun County, VA	Yes	0	Unlimited	Unlimited	25% cash out value for all sick leave
Maryland-National Capital Park and Planning Commission	NR	NR	NR	NR	NR
Town of Leesburg, VA	Yes	0	0	25% of leave	Retiring employees shall be paid 25% of their unused sick leave accrued.
Washington County, MD	Yes	0	40 + \$10/day (up to \$1,300)	N/A	At retirement, employees can roll all sick leave toward Service Years as a credit
Washington Suburban Sanitary Commission (MD)	No	N/A	N/A	N/A	N/A
City of Frederick, MD	No	N/A	N/A	N/A	Accrued sick leave is counted as service towards pension when employees retire

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Paid Time Off Benefits

Table 2.i Other Leave Benefits

Peer	Holidays	Personal Days	Bereavement Days	Jury Duty	Volunteerism Days	Additional Policy Information
Carroll County, MD	13	6	5	Unlimited	0	Carroll County offers 12-13 holidays, depending on how holidays fall
City of Gaithersburg, MD	11	3.5	3	Unlimited	0	N/A
City of Hagerstown, MD	13	3	5	Unlimited	0	N/A
City of Rockville, MD	11	0	3	Unlimited	0	N/A
Frederick County, MD	10	2	3	Unlimited	0	N/A
Loudoun County, VA	12	1	NR	NR	NR	N/A
Maryland-National Capital Park and Planning Commission	10	3	NR	NR	NR	N/A
Town of Leesburg, VA	13.5	0	5	0	0	N/A
Washington County, MD	13	6	NR	NR	NR	N/A
Washington Suburban Sanitary Commission (MD)	12	0	0	N/A	0	N/A
Market Average	12	2	3	N/A	0	N/A
City of Frederick, MD	10	2	3	N/A	0	N/A

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Paid Time Off Benefits

Table 2.j Compensatory Time

Peer	Do you allow exempt employees to earn compensatory time?	If yes, it is paid out, capped, or allowed to roll over fiscal years?
Carroll County, MD	No	N/A
City of Gaithersburg, MD	No	N/A
City of Hagerstown, MD	Yes	Allowed to roll over
City of Rockville, MD	Yes	Capped
Frederick County, MD	No	N/A
Loudoun County, VA	NR	NR
Maryland-National Capital Park and Planning Commission	NR	NR
Town of Leesburg, VA	Yes	Capped
Washington County, MD	NR	NR
Washington Suburban Sanitary Commission (MD)	No	N/A
City of Frederick, MD	Yes	Capped

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City of Frederick, MD Total Compensation Survey

Total Health Benefits

Table 3.a Total Health Benefits Employer Costs

City of Frederick, MD Distribution of Employee by Tier for the Most Populous Plan	% of Total	Market Average Weighted Employer Annual Health Contribution	City of Frederick, MD Average Weighted Employer Annual Contribution
Employee Only	34.6%	\$17,060	\$16,602
Employee + Spouse	24.7%		
Employee + Family	40.7%		

Survey Participant	Total Health and Welfare				Plan Type	Health			Dental			Vision		
	EE Only	EE + Spouse	EE + Family	Wgtd Avg Cost		EE Only	EE + Spouse	EE + Family	EE Only	EE + Spouse	EE + Family	EE Only	EE + Spouse	EE + Family
Carroll County, MD	\$884	\$1,772	\$2,443	\$1,738	PPO	\$863	\$1,726	\$2,373	\$17	\$39	\$60	\$4	\$8	\$11
City of Gaithersburg, MD	\$797	\$1,529	\$2,056	\$1,490	PPO	\$758	\$1,447	\$1,939	\$36	\$74	\$110	\$3	\$8	\$8
City of Hagerstown, MD	\$617	\$1,492	\$2,046	\$1,415	PPO	\$594	\$1,431	\$1,953	\$23	\$61	\$93	\$0	\$0	\$0
City of Rockville, MD	\$533	\$1,077	\$1,620	\$1,110	PPO	\$516	\$1,042	\$1,568	\$17	\$35	\$52	\$0	\$0	\$0
Frederick County, MD	\$674	\$1,336	\$1,958	\$1,360	PPO	\$669	\$1,331	\$1,953	\$5	\$5	\$5	N/A	N/A	N/A
Loudoun County, VA	\$815	\$1,453	\$1,899	\$1,414	PPO	\$772	\$1,380	\$1,804	\$43	\$73	\$95	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	\$600	\$1,200	\$1,818	\$1,244	PPO	\$572	\$1,145	\$1,717	\$26	\$52	\$96	\$2	\$3	\$5
Town of Leesburg, VA	\$672	\$1,243	\$1,814	\$1,278	PPO	\$672	\$1,243	\$1,814	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	\$782	\$1,534	\$2,207	\$1,547	PPO	\$743	\$1,455	\$2,094	\$39	\$78	\$113	\$0	\$0	\$0
Washington Suburban Sanitary Commission (MD)	\$880	\$1,716	\$2,194	\$1,621	PPO	\$848	\$1,673	\$2,115	\$32	\$44	\$79	\$0	\$0	\$0
Market Average	\$725	\$1,435	\$2,006	\$1,422	PPO	\$701	\$1,387	\$1,933	\$26	\$51	\$78	\$1	\$3	\$3
City of Frederick, MD	\$745	\$1,556	\$1,822	\$1,384	PPO	\$745	\$1,556	\$1,822	\$0	\$0	\$0	\$0	\$0	\$0

Premium amounts are rounded to the nearest whole number.
 Prescription drugs are included in medical plans.

City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.b Total Health - Monthly Premiums (using PPO Medical Plan, Rx, Dental, and Vision)

Peer	Employee Only		Employee + 1		Family	
	ER	EE	ER	EE	ER	EE
Carroll County, MD	\$884	\$119	\$1,772	\$239	\$2,443	\$331
City of Gaithersburg, MD	\$797	\$143	\$1,529	\$275	\$2,056	\$363
City of Hagerstown, MD	\$617	\$129	\$1,492	\$326	\$2,046	\$550
City of Rockville, MD	\$533	\$270	\$1,077	\$523	\$1,620	\$811
Frederick County, MD	\$674	\$294	\$1,336	\$591	\$1,958	\$857
Loudoun County, VA	\$815	\$147	\$1,453	\$369	\$1,899	\$641
Maryland-National Capital Park and Planning Commission	\$600	\$157	\$1,200	\$313	\$1,818	\$474
Town of Leesburg, VA	\$672	\$50	\$1,243	\$130	\$1,814	\$350
Washington County, MD	\$782	\$130	\$1,534	\$253	\$2,207	\$365
Washington Suburban Sanitary Commission (MD)	\$880	\$296	\$1,716	\$585	\$2,194	\$746
Market Average	\$725	\$173	\$1,435	\$360	\$2,006	\$549
City of Frederick, MD	\$745	\$273	\$1,556	\$570	\$1,822	\$679

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City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.c Total Health Cost Sharing - Monthly Premiums (using PPO Medical Plan, Rx, Dental, and Vision)

Peer	Employee Only		Employee + 1		Family	
	ER	EE	ER	EE	ER	EE
Carroll County, MD	88%	12%	88%	12%	88%	12%
City of Gaithersburg, MD	85%	15%	85%	15%	85%	15%
City of Hagerstown, MD	83%	17%	82%	18%	79%	21%
City of Rockville, MD	66%	34%	67%	33%	67%	33%
Frederick County, MD	70%	30%	69%	31%	70%	30%
Loudoun County, VA	85%	15%	80%	20%	75%	25%
Maryland-National Capital Park and Planning Commission	79%	21%	79%	21%	79%	21%
Town of Leesburg, VA	93%	7%	91%	9%	84%	16%
Washington County, MD	86%	14%	86%	14%	86%	14%
Washington Suburban Sanitary Commission (MD)	75%	25%	75%	25%	75%	25%
Market Average	81%	19%	80%	20%	79%	21%
City of Frederick, MD	73%	27%	73%	27%	73%	27%

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Health Benefits

Table 3.d PPO Medical Plan - Monthly Premiums

Peer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Carroll County, MD	UHC Choice Plus	\$863	\$108	\$1,726	\$215	\$2,373	\$296
City of Gaithersburg, MD	Cigna Open Access Plus	\$758	\$134	\$1,447	\$255	\$1,939	\$342
City of Hagerstown, MD	LEVEL	\$594	\$102	\$1,431	\$284	\$1,953	\$474
City of Rockville, MD	Aetna POS	\$516	\$243	\$1,042	\$472	\$1,568	\$732
Frederick County, MD	Cigna Open Access Plus	\$669	\$268	\$1,331	\$527	\$1,953	\$771
Loudoun County, VA	POS Plan	\$772	\$139	\$1,380	\$350	\$1,804	\$609
Maryland-National Capital Park and Planning Commission	UHC Choice Plus POS	\$572	\$143	\$1,145	\$286	\$1,717	\$429
Town of Leesburg, VA	Anthem Blue Cross Blue Shield Key Advantage 250	\$672	\$50	\$1,243	\$130	\$1,814	\$350
Washington County, MD	Aetna High Option	\$743	\$106	\$1,455	\$208	\$2,094	\$299
Washington Suburban Sanitary Commission (MD)	United Healthcare EPO	\$848	\$283	\$1,673	\$558	\$2,115	\$705
Market Average		\$701	\$157	\$1,387	\$329	\$1,933	\$501
City of Frederick, MD	Open Access Plus In Network	\$745	\$253	\$1,556	\$523	\$1,822	\$611

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.e PPO Medical Plan Cost Sharing - Monthly Premiums

Peer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Carroll County, MD	UHC Choice Plus	89%	11%	89%	11%	89%	11%
City of Gaithersburg, MD	Cigna Open Access Plus	85%	15%	85%	15%	85%	15%
City of Hagerstown, MD	LEVEL	85%	15%	83%	17%	80%	20%
City of Rockville, MD	Aetna POS	68%	32%	69%	31%	68%	32%
Frederick County, MD	Cigna Open Access Plus	71%	29%	72%	28%	72%	28%
Loudoun County, VA	POS Plan	85%	15%	80%	20%	75%	25%
Maryland-National Capital Park and Planning Commission	UHC Choice Plus POS	80%	20%	80%	20%	80%	20%
Town of Leesburg, VA	Anthem Blue Cross Blue Shield Key Advantage 250	93%	7%	91%	9%	84%	16%
Washington County, MD	Aetna High Option	88%	13%	88%	13%	88%	13%
Washington Suburban Sanitary Commission (MD)	United Healthcare EPO	75%	25%	75%	25%	75%	25%
Market Average		82%	18%	81%	19%	80%	20%
City of Frederick, MD	Open Access Plus In Network	75%	25%	75%	25%	75%	25%

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.f HMO Medical Plan - Monthly Premiums

Peer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Carroll County, MD	UHC EPO	\$831	\$70	\$1,663	\$141	\$2,286	\$193
City of Gaithersburg, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Kaiser Permanente HMO	\$487	\$61	\$974	\$244	\$1,461	\$365
Frederick County, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	Kaiser HMO	\$446	\$79	\$892	\$157	\$1,338	\$236
Town of Leesburg, VA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	HMO Plan	\$465	\$124	\$931	\$247	\$1,410	\$375
Market Average		\$557	\$83	\$1,115	\$197	\$1,624	\$292
City of Frederick, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.g HMO Medical Plan Cost Sharing - Monthly Premiums

Peer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Carroll County, MD	UHC EPO	92%	8%	92%	8%	92%	8%
City of Gaithersburg, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	Kaiser Permanente HMO	89%	11%	80%	20%	80%	20%
Frederick County, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	Kaiser HMO	85%	15%	85%	15%	85%	15%
Town of Leesburg, VA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	HMO Plan	79%	21%	79%	21%	79%	21%
Market Average		86%	14%	84%	16%	84%	16%
City of Frederick, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.h HDHP Medical Plan - Monthly Premiums

Peer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Carroll County, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	High-Ded/HSA Plan	\$629	\$33	\$1,258	\$66	\$1,849	\$97
Loudoun County, VA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Market Average		\$629	\$33	\$1,258	\$66	\$1,849	\$97
City of Frederick, MD	OAP HDHP/HSA	\$576	\$196	\$1,205	\$406	\$1,410	\$474

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.i HDHP Medical Plan Cost Sharing - Monthly Premiums

Peer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Carroll County, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Gaithersburg, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Hagerstown, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Rockville, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Frederick County, MD	High-Ded/HSA Plan	95%	5%	95%	5%	95%	5%
Loudoun County, VA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Town of Leesburg, VA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Market Average		95%	5%	95%	5%	95%	5%
City of Frederick, MD	OAP HDHP/HSA	75%	25%	75%	25%	75%	25%

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City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.j Annual HSA/HRA Contributions

Peer	Employee Only	Employee + 1	Family
Carroll County, MD	N/A	N/A	N/A
City of Gaithersburg, MD	N/A	N/A	N/A
City of Hagerstown, MD	\$500	\$750	\$1,000
City of Rockville, MD	N/A	N/A	N/A
Frederick County, MD	\$1,000	\$2,000	\$2,000
Loudoun County, VA	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	N/A	N/A	N/A
Town of Leesburg, VA	N/A	N/A	N/A
Washington County, MD	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	N/A	N/A	N/A
Market Average	\$750	\$1,375	\$1,500
City of Frederick, MD	\$1,400	\$2,800	\$2,800

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7/1/2021

City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.k Dental Plan - Monthly Premiums

Peer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Carroll County, MD	Dental PPO	\$17	\$12	\$39	\$24	\$60	\$35
City of Gaithersburg, MD	Sun Life (Assurant) Enhanced Dental Plan	\$36	\$9	\$74	\$18	\$110	\$19
City of Hagerstown, MD	LEVEL	\$23	\$23	\$61	\$34	\$93	\$63
City of Rockville, MD	Guardian High PPO	\$17	\$19	\$35	\$38	\$52	\$57
Frederick County, MD	Enhanced PPO	\$5	\$26	\$5	\$63	\$5	\$85
Loudoun County, VA	Dental & Vision Plan	\$43	\$8	\$73	\$18	\$95	\$32
Maryland-National Capital Park and Planning Commission	Dental PPO	\$26	\$6	\$52	\$13	\$96	\$24
Town of Leesburg, VA	Included with medical	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Dental High Option	\$39	\$17	\$78	\$34	\$113	\$48
Washington Suburban Sanitary Commission (MD)	Delta Dental PPO	\$32	\$8	\$44	\$13	\$79	\$20
Market Average		\$26	\$14	\$51	\$28	\$78	\$43
City of Frederick, MD	DHMO Dental	\$0	\$14	\$0	\$34	\$0	\$46

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City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.1 Dental Plan Cost Sharing - Monthly Premiums

Peer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Carroll County, MD	Dental PPO	59%	41%	62%	38%	63%	37%
City of Gaithersburg, MD	Sun Life (Assurant) Enhanced Dental Plan	81%	19%	81%	19%	85%	15%
City of Hagerstown, MD	LEVEL	50%	50%	64%	36%	60%	40%
City of Rockville, MD	Guardian High PPO	48%	53%	48%	52%	48%	52%
Frederick County, MD	Enhanced PPO	16%	84%	7%	93%	6%	94%
Loudoun County, VA	Dental & Vision Plan	85%	15%	80%	20%	75%	25%
Maryland-National Capital Park and Planning Commission	Dental PPO	80%	20%	80%	20%	80%	20%
Town of Leesburg, VA	Included with medical	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	Dental High Option	70%	30%	70%	30%	70%	30%
Washington Suburban Sanitary Commission (MD)	Delta Dental PPO	80%	20%	76%	24%	80%	20%
Market Average		63%	37%	63%	37%	63%	37%
City of Frederick, MD	DHMO Dental	0%	100%	0%	100%	0%	100%

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City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.m Vision Plan - Monthly Premiums

Peer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Carroll County, MD	VSP	\$4	\$0	\$8	\$0	\$11	\$0
City of Gaithersburg, MD	National Vision Administrators	\$3	\$1	\$8	\$1	\$8	\$1
City of Hagerstown, MD	N/A	\$0	\$4	\$0	\$8	\$0	\$13
City of Rockville, MD	Vision Plan	\$0	\$8	\$0	\$13	\$0	\$22
Frederick County, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	EyeMed - High Option	\$2	\$7	\$3	\$14	\$5	\$21
Town of Leesburg, VA	Included with medical	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	UHC Vision High Option	\$0	\$7	\$0	\$11	\$0	\$18
Washington Suburban Sanitary Commission (MD)	EyeMed	\$0	\$5	\$0	\$14	\$0	\$21
Market Average		\$1	\$5	\$3	\$9	\$3	\$14
City of Frederick, MD	EyeMed - Standard Plan	\$0	\$6	\$0	\$13	\$0	\$21

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.n Vision Plan Cost Sharing - Monthly Premiums

Peer	Plan Name	Employee Only		Employee + 1		Family	
		ER	EE	ER	EE	ER	EE
Carroll County, MD	VSP	100%	0%	100%	0%	100%	0%
City of Gaithersburg, MD	National Vision Administrators	85%	15%	85%	15%	85%	15%
City of Hagerstown, MD	N/A	0%	100%	0%	100%	0%	100%
City of Rockville, MD	Vision Plan	0%	100%	0%	100%	0%	100%
Frederick County, MD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Loudoun County, VA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	EyeMed - High Option	20%	80%	20%	80%	20%	80%
Town of Leesburg, VA	Included with medical	N/A	N/A	N/A	N/A	N/A	N/A
Washington County, MD	UHC Vision High Option	0%	100%	0%	100%	0%	100%
Washington Suburban Sanitary Commission (MD)	EyeMed	0%	100%	0%	100%	0%	100%
Market Average		29%	71%	29%	71%	29%	71%
City of Frederick, MD	EyeMed - Standard Plan	0%	100%	0%	100%	0%	100%

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.0 Retiree Health Contributions

Peer	Contribute to Retiree Medical Premiums?	Contributions by Plan Type			Rx Included	Dental Included	Vision Included
		PPO	HMO	HDHP			
Carroll County, MD	Yes	N/A	N/A	N/A	No	No	No
City of Gaithersburg, MD	Yes	70%-75%	N/A	N/A	Yes	Yes	Yes
City of Hagerstown, MD	Yes	11%	N/A	N/A	Yes	Yes	No
City of Rockville, MD	NR	NR	NR	NR	NR	NR	NR
Frederick County, MD	Yes	25%-85%	N/A	25%-85%	Yes	No	Yes
Loudoun County, VA	NR	NR	NR	NR	NR	NR	NR
Maryland-National Capital Park and Planning Commission	NR	NR	NR	NR	NR	NR	NR
Town of Leesburg, VA	Yes	25%-90%	N/A	N/A	Yes	Yes	Yes
Washington County, MD	NR	NR	NR	NR	NR	NR	NR
Washington Suburban Sanitary Commission (MD)	Yes	75%	79%	N/A	Yes	No	No
City of Frederick, MD	Yes	N/A	N/A	N/A	N/A	N/A	N/A

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Health Benefits

Table 3.p Employee Benefit Waiting Period

Peer	Is there a waiting period for new employees to join the medical plan?	If so, what is the waiting period?
Carroll County, MD	Yes	Date of hire 1st to 15th of the month coverage begins the first of the month following hire; Date of hire 16th to 31st of the month coverage begins the first of the second month following hire.
City of Gaithersburg, MD	No	N/A
City of Hagerstown, MD	No	N/A
City of Rockville, MD	NR	NR
Frederick County, MD	Yes	30 days
Loudoun County, VA	NR	NR
Maryland-National Capital Park and Planning Commission	NR	NR
Town of Leesburg, VA	Yes	First of the month after hire date
Washington County, MD	NR	NR
Washington Suburban Sanitary Commission (MD)	Yes	First of the month after hire date
City of Frederick, MD	Yes	30 days

Data Effective Date:
7/1/2021

City of Frederick, MD Total Compensation Survey

Retirement Benefits

Table 4.a Total Retirement Contributions

Survey Participant	Defined Benefit/Pension			Defined Contribution		Deferred Compensation Plan		Social Security Contribution			Total Employer Contribution
	Employer Normal Cost Contribution	EE Contribution Picked up by ER?	EE Contribution	Employer Contribution	Maximum Match	Employer Contribution	Maximum Match	Contribute to SS?	OASDI	Medicare	
Carroll County, MD	6.25%	No	4.83%	0.00%	0.00%	N/A	N/A	Yes	6.20%	1.45%	13.90%
City of Gaithersburg, MD	N/A	N/A	N/A	8.00%	0.00%	N/A	N/A	Yes	6.20%	1.45%	15.65%
City of Hagerstown, MD	4.17%	No	7.00%	N/A	N/A	0.00%	0.00%	Yes	6.20%	1.45%	11.82%
City of Rockville, MD	4.43%	No	6.00%	0.00%	2.50%	0.00%	0.00%	Yes	6.20%	1.45%	14.58%
Frederick County, MD	9.01%	No	5.78%	N/A	N/A	0.00%	0.00%	Yes	6.20%	1.45%	16.66%
Loudoun County, VA	11.65%	No	5.00%	0.00%	0.00%	0.00%	0.00%	Yes	6.20%	1.45%	19.30%
Maryland-National Capital Park and Planning Commission	8.20%	No	7.00%	0.00%	0.00%	0.00%	0.00%	Yes	6.20%	1.45%	15.85%
Town of Leesburg, VA	11.42%	No	5.00%	1.00%	2.50%	0.00%	\$15 per pay	Yes	6.20%	1.45%	22.57%
Washington County, MD	7.67%	No	6.00%	N/A	N/A	0.00%	0.00%	Yes	6.20%	1.45%	15.32%
Washington Suburban Sanitary Commission (MD)	5.07%	No	3.00%	0.00%	0.00%	0.00%	0.00%	Yes	6.20%	1.45%	12.72%
Market Average											15.84%
City of Frederick, MD	5.87%	No	5.00%	N/A	N/A	0.00%	0.00%	Yes	6.20%	1.45%	13.52%

Washington County, MD Defined Benefit data represents values effective FY2021.

City of Frederick, MD Total Compensation Survey

Retirement Benefits

Table 4.b Defined Benefit / Pension Plan Contribution Information

Peer	Plan Name	Employer Normal Cost Contribution	Required Employee Contribution	EE Contributions Picked up by ER
Carroll County, MD	Carroll County Pension Plan	6.25%	4.83%	No
City of Gaithersburg, MD	N/A	N/A	N/A	N/A
City of Hagerstown, MD	Maryland State Retirement and Pension System	4.17%	7.00%	No
City of Rockville, MD	City of Rockville Pension	4.43%	6.00%	No
Frederick County, MD	Frederick County Employees Retirement Plan	9.01%	5.78%	No
Loudoun County, VA	Virginia Retirement System	11.65%	5.00%	No
Maryland-National Capital Park and Planning Commission	Defined Benefit Plan	8.20%	7.00%	No
Town of Leesburg, VA	Virginia Retirement System	11.42%	5.00%	No
Washington County, MD	Employees' Retirement Plan of Washington County	7.67%	6.00%	No
Washington Suburban Sanitary Commission (MD)	Washington Suburban Sanitary Commission Employees' Retirement	5.07%	3.00%	No
Market Average		7.54%	5.51%	
City of Frederick, MD	The City of Frederick 30-Year Pension Plan	5.87%	5.00%	No

Data Effective Date:

7/1/2021

Washington County, MD Defined Benefit data represents values effective FY2021.

City of Frederick, MD Total Compensation Survey

Retirement Benefits

Table 4.c Defined Benefit / Pension Plan Vesting and Payout Formula

Peer	Plan Name	Vesting Period (Years)	Retirement Eligibility
Carroll County, MD	Carroll County Pension Plan	3 years	30 years of service or age 62 with 3 years of service
City of Gaithersburg, MD	N/A	N/A	N/A
City of Hagerstown, MD	Maryland State Retirement and Pension System	10 years	30 years of service or age 60
City of Rockville, MD	City of Rockville Pension	10 years	Age 65 with 10 years of service
Frederick County, MD	Frederick County Employees Retirement Plan	10 years	Age 65 with 5 years of service
Loudoun County, VA	Virginia Retirement System	5 years	Plan 1: Age 65 with 5 years of service, or age 50 with 30 years of service. Plan 2: Age + Service = 90
Maryland-National Capital Park and Planning Commission	Employees' Retirement System - Plan E	10 years	30 years of service or age 62 with 10 years of service
Town of Leesburg, VA	Virginia Retirement System	5 years	Plan 1: Age 65 with 5 years of service, or age 50 with 30 years of service. Plan 2: Age + Service = 90
Washington County, MD	Employees' Retirement Plan of Washington County	5 years	Age 62 or 30 years of service
Washington Suburban Sanitary Commission (MD)	Washington Suburban Sanitary Commission Employees' Retirement	5 years	Age + Service = 85
City of Frederick, MD	The City of Frederick 30-Year Pension Plan	10 years	Age + Service = 90

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Maryland-National Capital Park and Planning Commission - Commissioners and Appointed Officials vest immediately.

City of Frederick, MD Total Compensation Survey

Retirement Benefits

Table 4.d Defined Contribution / 401(k) Plan Contribution Information

Peer	Plan Name	Automatic Employer Contribution	Maximum ER Match of EE Contribution	Required EE Contribution
Carroll County, MD	Carroll County Retirement Savings & Investment Plan	0.00%	0.00%	1% per pay minimum, up to IRS Max
City of Gaithersburg, MD	MissionSquare (ICMA-RC)	8.00%	0.00%	5.00%
City of Hagerstown, MD	N/A	N/A	N/A	N/A
City of Rockville, MD	Thrift & Supplemental Plan	0.00%	2.50%	5.00%
Frederick County, MD	N/A	N/A	N/A	N/A
Loudoun County, VA	N/A	N/A	N/A	N/A
Maryland-National Capital Park and Planning Commission	N/A	N/A	N/A	N/A
Town of Leesburg, VA	VRS Hybrid DC Plan 401(a)	1.00%	2.50%	1% Mandatory contribution to 401(a), from .50% to 4% to voluntary 457 Hybrid Plan.
Washington County, MD	N/A	N/A	N/A	N/A
Washington Suburban Sanitary Commission (MD)	Washington Suburban Sanitary Commission Employees' Retirement	0.00%	0.00%	3.00%
Market Average		1.80%	1.00%	
City of Frederick, MD	N/A	N/A	N/A	N/A

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City of Frederick, MD Total Compensation Survey

Retirement Benefits

Table 4.e Deferred Contribution / 457 Plan Contribution Information

Peer	Plan Name	Automatic Employer Contribution	Maximum ER Match of EE Contribution	Required EE Contribution
Carroll County, MD	Carroll County Maryland Deferred Compensation Plan	0.00%	0.00%	\$10 per pay, up to IRS Max
City of Gaithersburg, MD	MissionSquare (ICMA-RC)	0.00%	0.00%	Up to IRS Max
City of Hagerstown, MD	Empower	0.00%	0.00%	Up to IRS Max
City of Rockville, MD	Deferred Compensation (457) Plan	0.00%	0.00%	Up to IRS Max
Frederick County, MD	Frederick County Deferred Compensation Plan	0.00%	0.00%	Up to IRS Max
Loudoun County, VA	Deferred Compensation ICMA-RC 457 plan	0.00%	0.00%	Up to IRS Max
Maryland-National Capital Park and Planning Commission	Deferred Compensation ICMA-RC 457 plan	0.00%	0.00%	Up to IRS Max
Town of Leesburg, VA	Mission Square (Formerly ICMA-RC)	0.00%	\$15 per pay	\$15 per pay
Washington County, MD	Nationwide Section 457b Deferred Compensation Plan	0.00%	0.00%	Up to IRS Max
Washington Suburban Sanitary Commission (MD)	457(b) Deferred Compensation Plan	0.00%	0.00%	N/A
City of Frederick, MD	Defined Contribution 457(b) Plan.	0.00%	0.00%	N/A

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Appendix D – Employer Total Compensation Cost Summary Tables

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Employer Total Compensation Cost Summary Tables

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Accountant				
City of Frederick, MD	\$66,647	\$16,602	\$9,011	\$92,259
Overall Market Average (11 Matches)	\$70,229	\$17,060	\$11,122	\$98,412
City of Frederick, MD as a % of Market Average	95%	97%	81%	94%
Accounts Payable Specialist				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (13 Matches)	\$55,828	\$17,060	\$8,842	\$81,730
City of Frederick, MD as a % of Market Average	88%	97%	75%	88%
Director of Finance				
City of Frederick, MD	\$133,231	\$16,602	\$18,013	\$167,846
Overall Market Average (13 Matches)	\$157,184	\$17,060	\$24,894	\$199,138
City of Frederick, MD as a % of Market Average	85%	97%	72%	84%
Manager of Accounting				
City of Frederick, MD	\$83,960	\$16,602	\$11,351	\$111,913
Overall Market Average (13 Matches)	\$111,764	\$17,060	\$17,700	\$146,525
City of Frederick, MD as a % of Market Average	75%	97%	64%	76%
Payroll Administrator				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (11 Matches)	\$71,274	\$17,060	\$11,288	\$99,623
City of Frederick, MD as a % of Market Average	80%	97%	68%	82%
Administrative Assistant				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (12 Matches)	\$53,423	\$17,060	\$8,461	\$78,944
City of Frederick, MD as a % of Market Average	99%	97%	85%	97%
City Clerk				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (4 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Front Desk Associate				
City of Frederick, MD	\$38,895	\$16,602	\$5,259	\$60,756
Overall Market Average (9 Matches)	\$40,040	\$17,060	\$6,341	\$63,442
City of Frederick, MD as a % of Market Average	97%	97%	83%	96%
Human Services Program Assistant				
City of Frederick, MD	\$38,895	\$16,602	\$5,259	\$60,756
Overall Market Average (1 Match)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Records Specialist				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (8 Matches)	\$49,150	\$17,060	\$7,784	\$73,994
City of Frederick, MD as a % of Market Average	100%	97%	85%	98%
Airport Manager				
City of Frederick, MD	\$97,930	\$16,602	\$13,240	\$127,773
Overall Market Average (4 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Communications Clerk				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (5 Matches)	\$50,725	\$17,060	\$8,034	\$75,819
City of Frederick, MD as a % of Market Average	97%	97%	82%	95%
Manager of Communications				
City of Frederick, MD	\$90,683	\$16,602	\$12,260	\$119,546
Overall Market Average (11 Matches)	\$133,117	\$17,060	\$21,082	\$171,260
City of Frederick, MD as a % of Market Average	68%	97%	58%	70%
Police Dispatcher				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (8 Matches)	\$58,500	\$17,060	\$9,265	\$84,825
City of Frederick, MD as a % of Market Average	90%	97%	77%	90%

Employer Total Compensation Cost Summary Tables

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Video Producer				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (8 Matches)	\$62,987	\$17,060	\$9,975	\$90,023
City of Frederick, MD as a % of Market Average	91%	97%	77%	90%
Director of Economic Development				
City of Frederick, MD	\$114,233	\$16,602	\$15,444	\$146,279
Overall Market Average (8 Matches)	\$125,043	\$17,060	\$19,803	\$161,907
City of Frederick, MD as a % of Market Average	91%	97%	78%	90%
GIS Technician				
City of Frederick, MD	\$61,707	\$16,602	\$8,343	\$86,652
Overall Market Average (13 Matches)	\$70,141	\$17,060	\$11,108	\$98,309
City of Frederick, MD as a % of Market Average	88%	97%	75%	88%
Mapping Technician				
City of Frederick, MD	\$61,707	\$16,602	\$8,343	\$86,652
Overall Market Average (7 Matches)	\$64,795	\$17,060	\$10,262	\$92,117
City of Frederick, MD as a % of Market Average	95%	97%	81%	94%
Licensed Practical Nurse				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (5 Matches)	\$59,068	\$17,060	\$9,355	\$85,484
City of Frederick, MD as a % of Market Average	97%	97%	83%	95%
Nurse Practitioner/Physician Assistant				
City of Frederick, MD	\$97,930	\$16,602	\$13,240	\$127,773
Overall Market Average (5 Matches)	\$96,542	\$17,060	\$15,290	\$128,892
City of Frederick, MD as a % of Market Average	101%	97%	87%	99%
Human Resources Generalist				
City of Frederick, MD	\$71,985	\$16,602	\$9,732	\$98,320
Overall Market Average (11 Matches)	\$80,153	\$17,060	\$12,694	\$109,908
City of Frederick, MD as a % of Market Average	90%	97%	77%	89%
Training Coordinator				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (9 Matches)	\$71,149	\$17,060	\$11,268	\$99,478
City of Frederick, MD as a % of Market Average	74%	97%	63%	77%
Helpdesk Technician				
City of Frederick, MD	\$61,707	\$16,602	\$8,343	\$86,652
Overall Market Average (10 Matches)	\$59,013	\$17,060	\$9,346	\$85,420
City of Frederick, MD as a % of Market Average	105%	97%	89%	101%
Manager of Information Technology				
City of Frederick, MD	\$105,764	\$16,602	\$14,299	\$136,666
Overall Market Average (12 Matches)	\$117,392	\$17,060	\$18,592	\$153,045
City of Frederick, MD as a % of Market Average	90%	97%	77%	89%
Network Systems Administrator				
City of Frederick, MD	\$77,736	\$16,602	\$10,510	\$104,848
Overall Market Average (12 Matches)	\$85,656	\$17,060	\$13,566	\$116,282
City of Frederick, MD as a % of Market Average	91%	97%	77%	90%
Chief Building Code Official				
City of Frederick, MD	\$97,930	\$16,602	\$13,240	\$127,773
Overall Market Average (7 Matches)	\$113,899	\$17,060	\$18,039	\$148,998
City of Frederick, MD as a % of Market Average	86%	97%	73%	86%
Electrical Inspector				
City of Frederick, MD	\$61,707	\$16,602	\$8,343	\$86,652
Overall Market Average (8 Matches)	\$67,836	\$17,060	\$10,743	\$95,640
City of Frederick, MD as a % of Market Average	91%	97%	78%	91%
Permits Technician				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (11 Matches)	\$58,213	\$17,060	\$9,219	\$84,493
City of Frederick, MD as a % of Market Average	91%	97%	78%	91%

Employer Total Compensation Cost Summary Tables

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Plumbing Inspector				
City of Frederick, MD	\$61,707	\$16,602	\$8,343	\$86,652
Overall Market Average (8 Matches)	\$68,021	\$17,060	\$10,773	\$95,854
City of Frederick, MD as a % of Market Average	91%	97%	77%	90%
Senior Building Inspector				
City of Frederick, MD	\$77,736	\$16,602	\$10,510	\$104,848
Overall Market Average (10 Matches)	\$73,914	\$17,060	\$11,706	\$102,681
City of Frederick, MD as a % of Market Average	105%	97%	90%	102%
Senior Electrical Inspector				
City of Frederick, MD	\$71,985	\$16,602	\$9,732	\$98,320
Overall Market Average (6 Matches)	\$76,835	\$17,060	\$12,169	\$106,064
City of Frederick, MD as a % of Market Average	94%	97%	80%	93%
Crime Analyst				
City of Frederick, MD	\$66,647	\$16,602	\$9,011	\$92,259
Overall Market Average (7 Matches)	\$70,838	\$17,060	\$11,219	\$99,117
City of Frederick, MD as a % of Market Average	94%	97%	80%	93%
Crime Scene Investigator				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (5 Matches)	\$69,496	\$17,060	\$11,006	\$97,562
City of Frederick, MD as a % of Market Average	76%	97%	65%	79%
Evidence & Property Custodian				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (5 Matches)	\$61,975	\$17,060	\$9,815	\$88,850
City of Frederick, MD as a % of Market Average	79%	97%	67%	81%
Manager of Risk Safety & Compliance				
City of Frederick, MD	\$97,930	\$16,602	\$13,240	\$127,773
Overall Market Average (10 Matches)	\$113,323	\$17,060	\$17,947	\$148,330
City of Frederick, MD as a % of Market Average	86%	97%	74%	86%
Watchperson				
City of Frederick, MD	\$38,895	\$16,602	\$5,259	\$60,756
Overall Market Average (6 Matches)	\$38,877	\$17,060	\$6,157	\$62,094
City of Frederick, MD as a % of Market Average	100%	97%	85%	98%
Assistant City Attorney				
City of Frederick, MD	\$97,930	\$16,602	\$13,240	\$127,773
Overall Market Average (11 Matches)	\$116,185	\$17,060	\$18,401	\$151,646
City of Frederick, MD as a % of Market Average	84%	97%	72%	84%
Paralegal				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (12 Matches)	\$70,856	\$17,060	\$11,222	\$99,138
City of Frederick, MD as a % of Market Average	81%	97%	69%	82%
Custodian				
City of Frederick, MD	\$38,895	\$16,602	\$5,259	\$60,756
Overall Market Average (13 Matches)	\$41,267	\$17,060	\$6,536	\$64,863
City of Frederick, MD as a % of Market Average	94%	97%	80%	94%
Facilities Technician				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (13 Matches)	\$55,168	\$17,060	\$8,737	\$80,966
City of Frederick, MD as a % of Market Average	96%	97%	82%	95%
Manager of Facilities				
City of Frederick, MD	\$66,647	\$16,602	\$9,011	\$92,259
Overall Market Average (13 Matches)	\$88,622	\$17,060	\$14,035	\$119,718
City of Frederick, MD as a % of Market Average	75%	97%	64%	77%
Supervisor of Equipment Maintenance				
City of Frederick, MD	\$71,985	\$16,602	\$9,732	\$98,320
Overall Market Average (10 Matches)	\$78,392	\$17,060	\$12,415	\$107,867
City of Frederick, MD as a % of Market Average	92%	97%	78%	91%

Employer Total Compensation Cost Summary Tables

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Manager of Purchasing				
City of Frederick, MD	\$83,960	\$16,602	\$11,351	\$111,913
Overall Market Average (11 Matches)	\$110,720	\$17,060	\$17,535	\$145,316
City of Frederick, MD as a % of Market Average	76%	97%	65%	77%
Procurement Coordinator				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (12 Matches)	\$57,199	\$17,060	\$9,059	\$83,318
City of Frederick, MD as a % of Market Average	93%	97%	79%	92%
Warehouse Coordinator				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (12 Matches)	\$50,770	\$17,060	\$8,041	\$75,871
City of Frederick, MD as a % of Market Average	96%	97%	82%	95%
Manager of Parking				
City of Frederick, MD	\$83,960	\$16,602	\$11,351	\$111,913
Overall Market Average (1 Match)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Parking Meter Technician				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (2 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Planner II				
City of Frederick, MD	\$77,736	\$16,602	\$10,510	\$104,848
Overall Market Average (12 Matches)	\$78,086	\$17,060	\$12,367	\$107,514
City of Frederick, MD as a % of Market Average	100%	97%	85%	98%
Supervisor of Current Planning				
City of Frederick, MD	\$90,683	\$16,602	\$12,260	\$119,546
Overall Market Average (7 Matches)	\$106,048	\$17,060	\$16,795	\$139,904
City of Frederick, MD as a % of Market Average	86%	97%	73%	85%
Crew Leader				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (10 Matches)	\$64,390	\$17,060	\$10,198	\$91,648
City of Frederick, MD as a % of Market Average	89%	97%	76%	89%
Electrician Technician I				
City of Frederick, MD	\$45,354	\$16,602	\$6,132	\$68,088
Overall Market Average (8 Matches)	\$52,030	\$17,060	\$8,240	\$77,330
City of Frederick, MD as a % of Market Average	87%	97%	74%	88%
Electrician Technician IV				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (8 Matches)	\$71,075	\$17,060	\$11,256	\$99,392
City of Frederick, MD as a % of Market Average	80%	97%	69%	82%
Equipment/Truck Driver Operator II				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (13 Matches)	\$51,659	\$17,060	\$8,182	\$76,901
City of Frederick, MD as a % of Market Average	95%	97%	81%	94%
General Tradesperson				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (12 Matches)	\$57,100	\$17,060	\$9,043	\$83,204
City of Frederick, MD as a % of Market Average	93%	97%	79%	92%
Horticulturist				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (4 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Manager of Engineering				
City of Frederick, MD	\$105,764	\$16,602	\$14,299	\$136,666
Overall Market Average (11 Matches)	\$119,381	\$17,060	\$18,907	\$155,349
City of Frederick, MD as a % of Market Average	89%	97%	76%	88%

Employer Total Compensation Cost Summary Tables

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Mechanical Technician II				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (13 Matches)	\$58,977	\$17,060	\$9,340	\$85,378
City of Frederick, MD as a % of Market Average	83%	97%	71%	85%
Operator I Wastewater Treatment				
City of Frederick, MD	\$45,354	\$16,602	\$6,132	\$68,088
Overall Market Average (9 Matches)	\$51,760	\$17,060	\$8,197	\$77,018
City of Frederick, MD as a % of Market Average	88%	97%	75%	88%
Operator II Water Treatment				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (8 Matches)	\$59,119	\$17,060	\$9,363	\$85,543
City of Frederick, MD as a % of Market Average	83%	97%	71%	84%
Operator IV Wastewater Treatment				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (10 Matches)	\$67,658	\$17,060	\$10,715	\$95,434
City of Frederick, MD as a % of Market Average	84%	97%	72%	85%
Operator IV Water Treatment				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (7 Matches)	\$69,518	\$17,060	\$11,010	\$97,588
City of Frederick, MD as a % of Market Average	82%	97%	70%	83%
Plant Maintenance Technician II				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (5 Matches)	\$53,760	\$17,060	\$8,514	\$79,334
City of Frederick, MD as a % of Market Average	91%	97%	78%	91%
Pretreatment Technician				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (0 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Refuse Collector				
City of Frederick, MD	\$42,011	\$16,602	\$5,680	\$64,293
Overall Market Average (3 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Street Maintenance Technician II				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (6 Matches)	\$51,598	\$17,060	\$8,172	\$76,830
City of Frederick, MD as a % of Market Average	95%	97%	81%	94%
Street Sweeping Technician II				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (3 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Superintendent of Light/Signal				
City of Frederick, MD	\$83,960	\$16,602	\$11,351	\$111,913
Overall Market Average (2 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Superintendent of Sanitation				
City of Frederick, MD	\$83,960	\$16,602	\$11,351	\$111,913
Overall Market Average (6 Matches)	\$83,845	\$17,060	\$13,279	\$114,184
City of Frederick, MD as a % of Market Average	100%	97%	85%	98%
Superintendent of Sewer & Storm Collections				
City of Frederick, MD	\$83,960	\$16,602	\$11,351	\$111,913
Overall Market Average (5 Matches)	\$101,358	\$17,060	\$16,052	\$134,470
City of Frederick, MD as a % of Market Average	83%	97%	71%	83%
Superintendent of Wastewater Treatment				
City of Frederick, MD	\$83,960	\$16,602	\$11,351	\$111,913
Overall Market Average (7 Matches)	\$104,932	\$17,060	\$16,619	\$138,611
City of Frederick, MD as a % of Market Average	80%	97%	68%	81%

Employer Total Compensation Cost Summary Tables

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Superintendent of Water Treatment				
City of Frederick, MD	\$83,960	\$16,602	\$11,351	\$111,913
Overall Market Average (7 Matches)	\$102,929	\$17,060	\$16,301	\$136,290
City of Frederick, MD as a % of Market Average	82%	97%	70%	82%
Tree Technician II				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (5 Matches)	\$46,518	\$17,060	\$7,367	\$70,946
City of Frederick, MD as a % of Market Average	105%	97%	90%	102%
Utility Maintenance Technician II				
City of Frederick, MD	\$48,984	\$16,602	\$6,623	\$72,209
Overall Market Average (7 Matches)	\$56,033	\$17,060	\$8,874	\$81,968
City of Frederick, MD as a % of Market Average	87%	97%	75%	88%
Waste Collection and Disposal Foreman				
City of Frederick, MD	\$61,707	\$16,602	\$8,343	\$86,652
Overall Market Average (4 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Wastewater Pretreatment Coordinator				
City of Frederick, MD	\$71,985	\$16,602	\$9,732	\$98,320
Overall Market Average (1 Match)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Water Foreman				
City of Frederick, MD	\$61,707	\$16,602	\$8,343	\$86,652
Overall Market Average (5 Matches)	\$77,839	\$17,060	\$12,328	\$107,227
City of Frederick, MD as a % of Market Average	79%	97%	68%	81%
Water Meter Technician III				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (6 Matches)	\$58,194	\$17,060	\$9,216	\$84,470
City of Frederick, MD as a % of Market Average	91%	97%	78%	91%
Deputy Director of Parks and Recreation				
City of Frederick, MD	\$114,233	\$16,602	\$15,444	\$146,279
Overall Market Average (8 Matches)	\$113,297	\$17,060	\$17,943	\$148,300
City of Frederick, MD as a % of Market Average	101%	97%	86%	99%
Events Coordinator				
City of Frederick, MD	\$66,647	\$16,602	\$9,011	\$92,259
Overall Market Average (10 Matches)	\$67,524	\$17,060	\$10,694	\$95,279
City of Frederick, MD as a % of Market Average	99%	97%	84%	97%
Head Golf Professional/General Manager				
City of Frederick, MD	\$83,960	\$16,602	\$11,351	\$111,913
Overall Market Average (4 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Parks Superintendent				
City of Frederick, MD	\$83,960	\$16,602	\$11,351	\$111,913
Overall Market Average (6 Matches)	\$92,157	\$17,060	\$14,595	\$123,813
City of Frederick, MD as a % of Market Average	91%	97%	78%	90%
Recreation Program Coordinator				
City of Frederick, MD	\$36,410	\$16,602	\$4,923	\$57,935
Overall Market Average (9 Matches)	\$55,442	\$17,060	\$8,781	\$81,283
City of Frederick, MD as a % of Market Average	66%	97%	56%	71%
Case Manager I				
City of Frederick, MD	\$52,913	\$16,602	\$7,154	\$76,669
Overall Market Average (6 Matches)	\$65,099	\$17,060	\$10,310	\$92,469
City of Frederick, MD as a % of Market Average	81%	97%	69%	83%
Intake Worker				
City of Frederick, MD	\$38,895	\$16,602	\$5,259	\$60,756
Overall Market Average (2 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A

Employer Total Compensation Cost Summary Tables

	Pay Range Midpoint	Market Average Weighted Employer Annual Health Contribution	Total Employer Retirement Contributions	Employer Total Compensation Costs
Manager of Energy Assistance Services				
City of Frederick, MD	\$57,141	\$16,602	\$7,726	\$81,469
Overall Market Average (2 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Outreach Worker I				
City of Frederick, MD	\$38,895	\$16,602	\$5,259	\$60,756
Overall Market Average (1 Match)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A
Supervisor of Victim Services				
City of Frederick, MD	\$66,647	\$16,602	\$9,011	\$92,259
Overall Market Average (3 Matches)	N/A	N/A	N/A	N/A
City of Frederick, MD as a % of Market Average	N/A	N/A	N/A	N/A