

Health Services Cost Review Commission  
 Year 2010 Hospital Wage & Salary Survey Report 2  
 Two Week Pay Period(Included March 1st. 2010)  
 Listed by Jobtitle, pay rate (Run date: 17AUG10)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ACCOUNTANT/FINANCIAL ANALYST	53	34.17	34.73	43.08	26.9	16 Wash.Adv.
		34.96	35.02	42.79	18.1	5050 Shady Grove
		33.42	34.77	42.42	12.9	23 A.Arundel
		33.05	33.05	41.39	13.1	12 Sinai Hosp.
		33.81	33.87	40.99	8.8	8 Mercy
		31.98	32.37	40.43	6.6	48 Howard
		33.38	33.38	40.25	9.1	22 Suburban
		28.45	31.64	40.03	2.0	2001 Kernan
		31.25	32.01	39.97	6.0	4 Holy Cross
		33.09	33.09	39.95	10.0	44 G.B.M.C
		32.41	32.41	39.47	5.0	6 Harford Memo.
		33.58	33.58	39.15	5.0	43 BW Medical Ctr.
		31.07	31.07	39.06	8.2	34 Harbor
		31.86	31.86	38.68	7.9	40 Northwest
		30.56	30.56	38.40	4.0	33 Carroll,
		29.66	29.66	37.54	10.4	2004 Good Sam.
		30.97	30.97	37.42	3.4	18 Montgy. Gen.
		31.26	31.26	37.40	3.0	32 Cecil County
		29.40	29.40	37.36	11.0	24 Union Mem.
		27.74	29.36	37.24	9.7	29 Bayview
		29.68	29.68	37.19	12.5	15 Franklin Sqr.
		30.76	30.82	37.00	8.7	3 P.G.Gen.
		30.69	30.75	36.63	3.5	55 Laurel Re.
		29.53	29.53	36.58	7.3	11 St. Agnes
		29.50	29.50	36.25	5.0	35 Civista M. C
		27.33	27.36	36.06	4.4	7 St.Joe
		29.93	30.71	35.89	73.1	2 Univ. MD.
		27.99	27.99	35.88	5.5	1 Washington Co.
		29.18	29.21	35.81	3.0	13 Bon Secour
		28.24	28.24	35.56	7.0	5 Frederic Memo.
		29.39	29.39	35.20	1.0	60 Ft. Washington
		28.20	28.20	34.09	36.5	9 Hopkins Hosp
		25.76	26.86	33.98	5.4	28 St. Marys
		27.16	27.20	33.28	4.2	61 Atlantic G.
		26.43	26.43	33.25	11.3	19 Pen.Gen.
		25.17	25.17	33.10	5.5	27 W. Maryland MC
		26.93	26.93	33.01	4.0	39 Calvert Mem.
		25.81	25.81	31.22	2.0	51 Drs. P.G.
		21.47	21.87	30.08	1.0	17 Garrett
ACCOUNTANT/FINANCIAL ANALYST		29.88	30.15	37.26	382.0	

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ACCOUNTING/ACT.PYBLE/PAYROLL CLERK	54	25.40	26.46	33.57	5.1	4 Holy Cross
		18.39	18.47	33.36	1.0	8992 U. MIEMSS
		24.75	25.10	32.05	2.1	28 St. Marys
		23.06	23.44	29.86	7.4	5050 Shady Grove
		20.76	23.38	29.80	9.2	23 A.Arundel
		22.63	22.66	29.57	6.0	16 Wash.Adv.
		23.08	23.08	28.72	2.0	39 Calvert Mem.
		23.13	23.13	28.66	5.0	18 Montgy. Gen.
		22.10	22.12	28.50	5.6	19 Pen.Gen.
		20.99	21.82	28.48	7.3	33 Carroll,
		20.79	20.84	28.34	1.8	7 St.Joe
		21.21	21.79	27.57	6.4	40 Northwest
		18.28	19.56	27.44	2.1	17 Garrett
		21.87	21.87	27.29	5.8	22 Suburban
		19.57	20.05	27.04	11.6	12 Sinai Hosp.
		20.90	20.90	26.63	6.5	8 Mercy
		19.72	20.51	26.25	4.3	35 Civista M. C
		19.96	19.96	25.48	2.0	13 Bon Secour
		20.51	20.51	25.11	1.3	45 McCread
		18.17	18.38	25.11	9.7	24 Union Mem.
		18.32	18.32	25.08	7.3	1 Washington Co.
		20.00	20.00	25.03	4.0	32 Cecil County
		19.89	19.96	24.94	3.0	60 Ft. Washington
		18.17	18.38	24.91	6.8	34 Harbor
		18.17	18.38	24.88	9.3	2004 Good Sam.
		19.56	19.61	24.62	4.9	3 P.G.Gen.
		18.17	18.38	24.56	11.6	15 Franklin Sqr.
		18.07	18.07	24.38	0.7	48 Howard
		19.58	19.63	24.36	2.0	55 Laurel Re.
		17.84	18.90	24.22	8.3	11 St. Agnes
		17.72	17.72	23.83	3.9	5 Frederic Memo.
		18.18	19.94	23.69	41.0	2 Univ. MD.
		18.77	18.90	23.63	4.1	51 Drs. P.G.
		18.07	18.07	23.03	11.2	9 Hopkins Hosp
		17.51	17.51	23.01	4.3	6 Harford Memo.
		16.43	16.43	22.78	12.4	29 Bayview
		16.01	16.01	22.65	3.7	27 W. Maryland MC
		17.26	17.26	22.23	7.2	44 G.B.M.C
		16.72	16.91	22.02	4.1	61 Atlantic G.
ACCOUNTING/ACT.PYBLE/PAYROLL CLERK		19.74	20.06	26.22	252.0	

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ADMINISTRATIVE ASST.	40	21.98	27.19	42.85	1.2	8992 U. MIEMSS
		21.96	22.02	27.46	30.0	22 Suburban
		19.27	20.10	26.70	34.7	16 Wash.Adv.
		20.30	20.54	26.62	46.5	5050 Shady Grove
		19.01	19.75	25.78	17.1	23 A.Arundel
		19.94	20.00	25.63	24.7	8 Mercy
		17.36	20.00	25.53	7.1	13 Bon Secour
		18.35	18.49	25.32	68.0	12 Sinai Hosp.
		19.33	20.21	25.28	7.2	3 P.G.Gen.
		18.54	18.80	25.20	22.4	48 Howard
		15.71	18.45	25.11	8.2	2001 Kernan
		19.42	19.82	24.97	25.7	18 Montgy. Gen.
		18.21	18.34	24.86	33.7	34 Harbor
		17.85	18.16	24.85	78.9	24 Union Mem.
		17.79	19.13	24.81	5.6	8994 U. UMCC
		17.91	18.80	24.75	17.9	4 Holy Cross
		19.59	19.73	24.72	13.7	32 Cecil County
		18.36	18.36	24.56	19.2	33 Carroll,
		17.74	17.96	24.41	61.3	2004 Good Sam.
		18.09	18.35	24.38	40.4	49 Upper Chesapeak
		18.05	18.18	24.33	68.4	15 Franklin Sqr.
		16.82	17.31	24.15	23.6	7 St.Joe
		17.76	17.87	24.12	17.6	28 St. Marys
		18.35	18.37	23.95	9.7	6 Harford Memo.
		18.27	18.48	23.92	20.7	40 Northwest
		15.98	16.25	23.82	26.8	37 Easton
		17.28	17.49	23.58	43.8	5 Frederic Memo.
		18.86	19.81	23.54	106.6	2 Univ. MD.
		18.49	18.50	23.51	132.4	9 Hopkins Hosp
		15.34	17.11	23.50	31.0	38 MD.General
		17.77	17.98	23.44	14.8	35 Civista M. C
		18.10	18.72	23.43	14.9	51 Drs. P.G.
		18.04	18.10	23.17	53.8	44 G.B.M.C
		18.33	18.51	22.84	23.1	54 So. MD.
		16.33	16.44	22.80	84.5	29 Bayview
		18.27	18.57	22.80	60.2	43 BW Medical Ctr.
		15.72	16.04	22.53	65.5	1 Washington Co.
		16.60	17.18	22.21	50.7	11 St. Agnes
		17.00	17.28	21.77	1.0	55 Laurel Re.
		16.45	16.51	21.41	14.3	39 Calvert Mem.
		15.18	15.25	21.20	5.3	10 Dochester Hosp
		14.24	14.29	20.68	60.6	27 W. Maryland MC
		15.32	15.94	20.56	8.3	60 Ft. Washington
		14.44	14.59	20.19	48.2	19 Pen.Gen.
		13.41	13.71	18.52	15.4	61 Atlantic G.
		11.49	11.49	18.23	4.5	17 Garrett
ADMINISTRATIVE ASST.		17.58	18.13	24.09	1,569.1	

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BILLING CLERK	2	33.94	33.94	42.20	1.2	16 Wash.Adv.
		25.76	25.93	32.63	2.2	5050 Shady Grove
		16.60	25.79	31.99	8.3	13 Bon Secour
		19.01	25.68	31.16	1.3	60 Ft. Washington
		16.55	23.57	29.64	6.5	11 St. Agnes
		19.23	20.42	26.61	18.0	4 Holy Cross
		19.40	20.28	26.36	46.2	23 A.Arundel
		18.61	18.75	25.60	76.2	12 Sinai Hosp.
		20.10	20.27	25.47	9.1	18 Montgy. Gen.
		19.10	19.11	24.78	2.0	6 Harford Memo.
		16.84	17.56	24.23	23.6	1 Washington Co.
		18.78	18.93	23.99	18.8	22 Suburban
		17.95	18.47	23.99	13.8	35 Civista M. C
		17.19	17.24	23.43	13.8	28 St. Marys
		19.08	19.70	23.42	22.4	2 Univ. MD.
		17.13	17.38	23.26	9.2	49 Upper Chesapeak
		16.44	16.71	23.25	27.5	24 Union Mem.
		15.44	15.54	23.02	11.1	37 Easton
		18.10	18.17	23.00	18.9	32 Cecil County
		16.97	16.97	22.98	29.4	33 Carroll,
		16.11	16.63	22.91	34.4	2004 Good Sam.
		16.05	16.25	22.89	2.6	7 St.Joe
		16.55	16.88	22.88	40.7	15 Franklin Sqr.
		16.09	16.37	22.67	17.8	34 Harbor
		17.00	17.33	22.65	19.8	40 Northwest
		17.70	17.77	22.58	4.4	3 P.G.Gen.
		17.73	17.80	22.35	2.8	55 Laurel Re.
		16.77	16.95	22.26	96.4	8 Mercy
		16.05	16.15	22.23	3.6	48 Howard
		17.18	17.21	21.77	9.9	51 Drs. P.G.
		16.82	16.84	21.76	35.3	44 G.B.M.C
		15.68	15.82	21.71	30.1	5 Frederic Memo.
		14.10	15.18	21.29	11.0	38 MD.General
		15.23	15.26	21.20	3.3	10 Dochester Hosp
		14.90	14.90	21.07	7.4	29 Bayview
		16.07	16.12	20.91	33.6	9 Hopkins Hosp
		13.36	13.53	20.55	3.8	17 Garrett
		14.84	14.88	20.51	41.3	19 Pen.Gen.
		13.83	13.83	20.15	46.0	27 W. Maryland MC
		15.48	15.72	19.70	14.0	43 BW Medical Ctr.
		8.09	13.14	19.10	2.7	2001 Kernan
		13.82	14.22	19.08	7.3	61 Atlantic G.
		14.77	14.95	18.97	17.0	54 So. MD.
		13.38	14.57	18.60	6.1	45 McCreed
		13.64	13.84	18.44	7.2	39 Calvert Mem.
		12.61	12.78	17.42	9.1	30 Chester River
BILLING CLERK		16.87	17.72	23.41	867.3	

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C.T. TECHNOLOGIST	57	40.81	42.61	51.11	7.7	23 A.Arundel
		38.02	42.57	50.37	4.2	18 Montgy. Gen.
		38.37	40.94	49.40	11.5	5050 Shady Grove
		32.70	39.62	49.31	2.3	38 MD.General
		37.18	39.82	47.35	2.5	39 Calvert Mem.
		34.07	38.20	47.13	7.9	2004 Good Sam.
		33.15	38.15	46.91	7.3	16 Wash.Adv.
		35.47	40.57	46.83	8.8	54 So. MD.
		34.39	37.90	46.80	7.5	24 Union Mem.
		37.84	37.84	46.66	5.8	33 Carroll,
		30.59	37.50	46.52	12.1	1 Washington Co.
		32.11	37.76	46.23	8.9	15 Franklin Sqr.
		30.87	37.39	46.10	5.3	34 Harbor
		36.24	38.86	45.75	9.1	32 Cecil County
		35.99	38.04	45.69	5.9	6 Harford Memo.
		35.24	38.03	45.47	8.3	22 Suburban
		33.89	36.71	45.43	10.5	12 Sinai Hosp.
		35.47	38.82	45.08	27.5	2 Univ. MD.
		30.97	35.92	44.48	12.7	4 Holy Cross
		34.56	35.87	44.36	12.8	48 Howard
		34.01	37.42	44.14	29.7	9 Hopkins Hosp
		35.17	37.33	43.85	4.0	60 Ft. Washington
		34.31	35.02	43.53	12.0	49 Upper Chesapeak
		32.39	34.75	43.26	10.5	29 Bayview
		33.51	35.92	43.13	8.3	44 G.B.M.C
		34.00	35.73	42.95	5.9	40 Northwest
		32.59	35.32	42.64	4.3	13 Bon Secour
		34.77	34.77	41.98	7.9	8 Mercy
		31.18	33.79	41.76	11.2	5 Frederic Memo.
		32.18	35.03	41.35	6.0	51 Drs. P.G.
		30.14	32.94	40.43	16.1	19 Pen.Gen.
		31.22	33.88	39.47	11.3	43 BW Medical Ctr.
		28.17	30.67	39.38	4.0	27 W. Maryland MC
		28.44	30.14	36.96	5.6	35 Civista M. C
		27.18	29.69	36.42	3.0	30 Chester River
		26.87	28.35	34.54	7.3	61 Atlantic G.
		23.20	27.50	32.79	1.8	45 McCread
		23.41	23.52	31.96	1.0	17 Garrett
		22.48	24.53	30.76	19.3	11 St. Agnes
C.T. TECHNOLOGIST		32.65	35.63	43.29	347.5	

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CASHIER - BUSINESS OFFICE	3	20.65	20.65	25.92	3.6	22 Suburban
		13.59	19.94	25.45	3.4	13 Bon Secour
		17.42	17.44	25.18	0.7	37 Easton
		18.42	18.42	24.46	0.9	49 Upper Chesapeak
		17.42	17.44	23.67	0.2	10 Dochester Hosp
		16.57	16.77	23.42	6.1	12 Sinai Hosp.
		16.75	17.57	23.33	16.0	4 Holy Cross
		18.36	18.42	23.28	1.0	32 Cecil County
		18.00	18.01	22.96	1.9	18 Montgy. Gen.
		16.13	16.40	22.57	9.0	16 Wash.Adv.
		17.43	17.61	22.41	1.0	3 P.G.Gen.
		15.86	15.86	22.15	0.8	29 Bayview
		15.86	15.86	21.90	0.2	48 Howard
		17.29	17.29	21.86	3.0	51 Drs. P.G.
		15.93	15.93	21.54	1.0	23 A.Arundel
		15.76	16.32	21.53	2.9	40 Northwest
		15.82	15.93	21.47	5.7	5050 Shady Grove
		15.33	15.86	21.05	1.1	8 Mercy
		14.48	14.61	20.93	5.6	1 Washington Co.
		13.83	15.57	20.55	1.2	61 Atlantic G.
		14.53	14.59	20.31	3.2	15 Franklin Sqr.
		13.58	14.31	20.29	2.0	38 MD.General
		13.64	13.64	19.84	1.8	24 Union Mem.
		13.34	13.48	19.75	2.0	27 W. Maryland MC
		13.64	13.64	19.62	1.3	34 Harbor
		13.64	13.64	19.56	1.7	2004 Good Sam.
		15.22	15.22	19.50	1.0	55 Laurel Re.
		13.29	13.29	18.76	3.0	19 Pen.Gen.
		13.72	13.74	17.66	3.0	54 So. MD.
		13.08	13.08	17.59	14.2	9 Hopkins Hosp
		12.91	12.91	17.41	2.0	39 Calvert Mem.
		11.59	11.59	16.47	0.9	6 Harford Memo.
		11.06	11.66	15.28	3.6	43 BW Medical Ctr.
CASHIER - BUSINESS OFFICE		15.28	15.66	21.14	105.3	

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COLLECTION CLERK	55	20.04	20.42	26.61	3.5	4 Holy Cross
		19.57	19.57	26.51	1.0	12 Sinai Hosp.
		20.99	20.99	26.28	4.0	18 Montgy. Gen.
		18.96	19.15	25.64	1.9	16 Wash.Adv.
		20.54	20.54	25.43	1.0	51 Drs. P.G.
		20.04	20.04	25.34	1.0	44 G.B.M.C
		18.96	19.15	25.07	2.0	5050 Shady Grove
		15.20	19.34	24.90	2.0	8 Mercy
		15.47	18.71	24.62	4.2	23 A.Arundel
		14.07	19.56	24.50	7.0	60 Ft. Washington
		17.24	17.50	24.12	2.7	24 Union Mem.
		17.24	17.50	23.92	1.9	34 Harbor
		17.24	17.50	23.88	2.6	2004 Good Sam.
		15.92	16.99	23.59	2.9	1 Washington Co.
		17.24	17.50	23.57	3.3	15 Franklin Sqr.
		15.85	17.15	23.55	9.0	38 MD.General
		17.96	18.09	23.49	7.0	40 Northwest
		18.00	18.00	23.46	1.0	35 Civista M. C
		17.65	18.37	23.25	18.9	3 P.G.Gen.
		17.53	18.35	22.95	10.9	55 Laurel Re.
		18.38	19.06	22.69	61.2	2 Univ. MD.
		16.32	16.47	22.59	1.0	28 St. Marys
		15.06	15.24	21.70	12.0	7 St.Joe
		16.42	16.75	21.45	1.0	32 Cecil County
		15.39	15.59	21.30	4.8	19 Pen.Gen.
		16.37	16.65	20.82	5.1	54 So. MD.
		15.79	15.79	20.81	1.0	30 Chester River
		13.44	15.40	20.15	47.1	11 St. Agnes
		15.33	15.40	19.35	21.5	43 BW Medical Ctr.
		11.95	12.14	18.97	7.0	17 Garrett
		12.53	12.86	17.59	13.0	61 Atlantic G.
		12.20	12.20	15.99	1.8	45 McCread
COLLECTION CLERK		16.71	17.44	22.94	264.4	

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COOK	56	16.36	17.76	24.04	12.7	48 Howard
		16.84	17.31	23.06	9.3	23 A.Arundel
		16.22	16.43	22.79	12.8	29 Bayview
		17.66	17.86	22.67	2.5	32 Cecil County
		15.95	16.14	22.36	1.4	2004 Good Sam.
		14.06	14.63	21.98	12.5	37 Easton
		13.94	15.17	21.65	22.0	12 Sinai Hosp.
		14.74	15.58	21.61	7.3	28 St. Marys
		15.69	16.85	21.57	9.3	3 P.G.Gen.
		14.82	15.81	21.34	9.7	5050 Shady Grove
		14.69	14.80	21.12	1.4	24 Union Mem.
		16.16	16.56	21.06	8.3	51 Drs. P.G.
		15.27	15.27	21.05	4.1	33 Carroll,
		13.37	14.71	21.05	11.0	1 Washington Co.
		14.01	15.01	20.37	19.4	4 Holy Cross
		14.84	15.35	20.31	3.1	61 Atlantic G.
		15.38	15.47	20.21	40.4	9 Hopkins Hosp
		14.99	15.44	20.08	8.8	18 Montgy. Gen.
		14.80	15.42	20.04	14.3	22 Suburban
		13.70	14.07	19.85	10.6	10 Dochester Hosp
		13.63	13.94	19.81	12.0	16 Wash.Adv.
		14.12	14.29	19.71	12.7	49 Upper Chesapeak
		13.46	14.02	19.68	15.5	15 Franklin Sqr.
		14.38	14.55	19.60	13.6	8 Mercy
		14.22	14.34	19.50	7.5	6 Harford Memo.
		13.98	14.70	18.93	7.6	55 Laurel Re.
		11.88	12.38	18.50	8.3	27 W. Maryland MC
		13.71	13.89	18.50	7.0	39 Calvert Mem.
		11.89	13.67	18.45	6.7	13 Bon Secour
		14.02	15.26	18.39	6.4	2 Univ. MD.
		10.38	12.62	18.36	15.3	38 MD.General
		13.53	14.20	18.16	4.8	54 So. MD.
		12.16	12.74	18.15	5.7	19 Pen.Gen.
		13.47	14.06	17.89	10.7	43 BW Medical Ctr.
		10.67	10.86	17.52	1.7	17 Garrett
		11.63	12.31	17.14	7.2	35 Civista M. C
		11.84	12.80	17.13	12.9	11 St. Agnes
		11.93	12.47	17.07	3.2	30 Chester River
		11.42	11.77	16.07	14.7	44 G.B.M.C
COOK		13.99	14.63	19.92	394.6	



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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
DIETARY AIDE I	10	13.85	15.18	20.57	57.4	4 Holy Cross
		13.05	13.54	19.72	11.4	24 Union Mem.
		13.13	13.63	19.60	5.2	34 Harbor
		13.75	14.15	19.57	50.6	23 A.Arundel
		13.11	13.27	19.26	67.9	29 Bayview
		11.77	13.20	19.17	5.3	2001 Kernan
		13.42	14.88	19.12	13.6	55 Laurel Re.
		12.38	12.98	18.81	8.2	2004 Good Sam.
		15.34	15.61	18.78	21.6	2 Univ. MD.
		11.42	12.59	18.68	38.1	1 Washington Co.
		12.21	12.92	18.66	32.1	16 Wash.Adv.
		12.27	13.42	18.66	40.1	5050 Shady Grove
		11.89	12.43	18.63	83.7	12 Sinai Hosp.
		12.38	12.89	18.52	8.1	10 Dochester Hosp
		11.55	12.75	18.51	23.1	38 MD.General
		10.84	11.51	18.43	23.5	37 Easton
		12.74	12.74	18.18	28.4	33 Carroll,
		11.76	12.38	17.88	47.0	5 Frederic Memo.
		12.73	13.37	17.72	29.7	3 P.G.Gen.
		11.06	12.12	17.55	43.4	15 Franklin Sqr.
		11.94	12.55	17.38	51.3	40 Northwest
		12.22	12.47	17.30	40.7	8 Mercy
		12.09	12.14	17.25	24.2	49 Upper Chesapeak
		10.51	11.57	17.09	26.9	48 Howard
		11.98	12.06	16.98	13.5	6 Harford Memo.
		10.37	11.23	16.84	12.2	28 St. Marys
		10.25	12.21	16.82	12.0	13 Bon Secour
		10.22	10.83	16.73	73.8	27 W. Maryland MC
		11.45	12.38	16.66	28.8	18 Montgy. Gen.
		11.90	12.49	16.59	33.5	51 Drs. P.G.
		11.97	12.10	16.53	138.1	9 Hopkins Hosp
		11.25	11.84	16.01	20.6	22 Suburban
		8.86	9.44	15.89	8.7	17 Garrett
		9.83	10.33	15.49	48.0	19 Pen.Gen.
		10.66	11.19	15.44	21.4	44 G.B.M.C
		10.83	11.18	15.33	15.7	32 Cecil County
		10.34	10.70	15.23	9.3	61 Atlantic G.
		10.70	11.54	15.15	55.0	43 BW Medical Ctr.
		10.38	11.08	15.12	54.4	11 St. Agnes
		9.69	10.92	15.09	5.5	60 Ft. Washington
		10.28	10.64	15.01	8.3	30 Chester River
		10.03	10.21	14.80	20.5	35 Civista M. C
		9.58	9.99	14.16	14.8	39 Calvert Mem.
		9.58	10.14	13.74	13.1	54 So. MD.
DIETARY AIDE I		11.54	12.20	17.24	1,388.1	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
DIETITIAN	6	36.88	36.88	45.53	1.0	34 Harbor
		33.16	33.16	41.09	1.9	15 Franklin Sqr.
		33.50	33.50	40.71	1.5	30 Chester River
		31.91	31.91	40.07	1.0	2004 Good Sam.
		31.26	32.10	39.73	1.9	28 St. Marys
		31.53	31.53	39.72	0.9	24 Union Mem.
		31.37	31.37	39.48	19.5	29 Bayview
		28.58	31.72	39.04	5.7	23 A.Arundel
		31.63	31.89	38.52	3.6	39 Calvert Mem.
		30.00	30.00	37.18	0.2	5050 Shady Grove
		28.97	29.39	37.09	0.8	48 Howard
		29.15	29.15	36.81	5.3	33 Carroll,
		30.09	30.15	36.79	2.3	40 Northwest
		29.80	29.80	36.48	1.0	8 Mercy
		29.50	29.60	36.04	3.2	44 G.B.M.C
		28.22	29.27	35.99	2.0	35 Civista M. C
		27.55	27.94	35.83	4.4	1 Washington Co.
		28.12	28.29	34.48	2.6	61 Atlantic G.
		25.36	28.18	33.89	1.0	60 Ft. Washington
		28.60	28.64	33.53	18.5	2 Univ. MD.
		25.60	26.28	33.37	6.8	4 Holy Cross
		25.86	25.86	33.15	1.0	16 Wash.Adv.
		26.28	26.41	32.33	1.3	18 Montgy. Gen.
		25.47	25.47	32.19	6.0	19 Pen.Gen.
		26.40	26.40	32.05	3.4	32 Cecil County
		24.60	24.60	30.84	4.4	11 St. Agnes
		25.48	25.57	30.52	5.6	54 So. MD.
		22.33	22.41	29.95	6.5	27 W. Maryland MC
		23.82	23.87	28.58	11.3	43 BW Medical Ctr.
		20.21	20.77	27.70	2.5	38 MD.General
		16.37	17.21	23.70	1.1	2001 Kernan
		17.42	17.64	22.57	90.9	9 Hopkins Hosp
		16.61	16.61	21.74	2.7	13 Bon Secour
		12.28	13.45	17.82	10.5	3 P.G.Gen.
DIETITIAN		26.88	27.26	33.96	232.2	

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Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
E.K.G./CARDIOLOGY TECH.	7	36.90	38.47	46.65	5.1	5050 Shady Grove
		34.83	38.52	45.51	11.5	3 P.G.Gen.
		34.75	37.12	44.34	0.7	39 Calvert Mem.
		28.68	32.04	40.06	4.0	48 Howard
		28.46	32.09	38.11	4.1	55 Laurel Re.
		28.50	31.03	37.60	6.0	22 Suburban
		22.09	28.52	36.30	14.5	29 Bayview
		25.70	28.50	35.92	10.6	4 Holy Cross
		26.65	28.62	35.15	5.2	13 Bon Secour
		24.54	25.77	32.44	14.8	23 A.Arundel
		22.38	24.12	31.54	4.1	12 Sinai Hosp.
		24.62	25.78	30.75	9.0	54 So. MD.
		22.85	23.49	30.29	11.3	49 Upper Chesapeak
		23.56	23.99	30.00	6.5	40 Northwest
		21.46	22.28	29.14	7.7	16 Wash.Adv.
		22.80	23.09	29.12	2.7	35 Civista M. C
		21.48	22.05	27.27	6.1	32 Cecil County
		21.00	21.05	26.80	4.9	8 Mercy
		17.39	18.50	25.28	3.2	1 Washington Co.
		20.06	20.44	24.84	9.0	43 BW Medical Ctr.
		16.91	17.83	24.72	13.0	27 W. Maryland MC
		18.40	18.84	24.24	2.2	30 Chester River
		18.69	19.15	24.23	1.9	18 Montgy. Gen.
		18.14	19.12	23.87	1.1	51 Drs. P.G.
		16.92	16.92	22.92	3.8	33 Carroll,
		15.81	16.55	22.86	2.3	38 MD.General
		18.70	19.17	22.81	7.1	2 Univ. MD.
		15.39	16.17	22.44	2.3	34 Harbor
		15.55	15.72	22.26	0.8	7 St.Joe
		15.71	15.94	21.85	3.6	5 Frederic Memo.
		13.90	14.34	21.65	4.3	37 Easton
		14.61	15.60	21.45	8.2	15 Franklin Sqr.
		14.51	15.16	21.26	10.6	2004 Good Sam.
		16.02	16.02	20.80	7.5	9 Hopkins Hosp
		13.86	14.58	20.52	1.5	28 St. Marys
		13.52	14.17	20.42	4.8	24 Union Mem.
		13.09	14.41	19.99	7.1	19 Pen.Gen.
		14.85	15.09	19.80	3.9	44 G.B.M.C
		14.33	14.35	19.52	2.6	6 Harford Memo.
		13.91	14.32	18.90	5.9	11 St. Agnes
		12.97	13.21	18.88	1.0	10 Dochester Hosp
E.K.G./CARDIOLOGY TECH.		20.35	21.52	27.62	236.5	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ENVIRONMENTAL SERVICE WORKER	12	11.95	12.95	20.06	49.8	37 Easton
		13.38	14.37	19.81	101.4	23 A.Arundel
		13.43	14.94	19.53	45.8	18 Montgy. Gen.
		12.87	13.35	19.35	105.1	29 Bayview
		12.10	13.51	19.34	26.9	28 St. Marys
		11.12	13.09	19.23	74.1	1 Washington Co.
		12.72	13.24	19.22	1.9	2001 Kernan
		13.05	14.65	19.14	82.0	3 P.G.Gen.
		13.30	13.52	19.06	48.2	33 Carroll,
		12.50	13.82	19.00	112.9	4 Holy Cross
		12.28	12.96	18.86	27.9	34 Harbor
		10.91	12.99	18.79	53.5	38 MD.General
		11.82	12.70	18.79	43.0	24 Union Mem.
		11.87	12.96	18.53	76.0	5 Frederic Memo.
		11.56	12.32	18.51	176.0	12 Sinai Hosp.
		11.60	12.72	18.44	22.2	16 Wash.Adv.
		10.57	12.52	18.15	77.0	48 Howard
		11.58	12.64	18.13	116.7	15 Franklin Sqr.
		12.26	13.48	17.85	54.6	32 Cecil County
		12.41	13.63	17.84	63.4	51 Drs. P.G.
		12.66	12.83	17.70	108.3	8 Mercy
		11.15	11.94	17.64	93.3	2004 Good Sam.
		11.48	12.10	17.62	19.2	10 Dochester Hosp
		11.63	13.09	17.61	48.6	39 Calvert Mem.
		11.25	12.45	17.58	71.1	5050 Shady Grove
		12.17	13.41	17.50	31.8	55 Laurel Re.
		11.16	12.13	17.48	81.3	19 Pen.Gen.
		10.53	11.21	17.16	70.2	27 W. Maryland MC
		11.91	12.75	17.04	52.1	22 Suburban
		11.31	12.32	17.00	25.8	61 Atlantic G.
		11.17	12.27	16.89	32.4	13 Bon Secour
		11.57	11.90	16.80	28.9	6 Harford Memo.
		9.49	10.23	16.79	16.8	17 Garrett
		11.77	12.22	16.66	502.3	9 Hopkins Hosp
		9.77	12.26	16.55	12.6	60 Ft. Washington
		11.28	11.47	16.48	60.8	49 Upper Chesapeak
		10.86	11.29	15.75	15.0	30 Chester River
		10.49	11.87	15.50	109.4	43 BW Medical Ctr.
		10.10	10.58	14.75	107.0	44 G.B.M.C
		10.17	11.06	14.74	52.9	54 So. MD.
		8.88	9.29	12.79	7.3	45 McCread
ENVIRONMENTAL SERVICE WORKER		11.56	12.56	17.70	2,905.2	

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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
EXECUTIVE ASST.	8	33.84	33.81	41.44	18.3	5050 Shady Grove
		32.54	32.54	39.29	2.0	22 Suburban
		31.71	31.71	38.25	4.1	18 Montgy. Gen.
		29.20	30.29	37.02	3.0	13 Bon Secour
		28.53	28.55	36.30	8.1	2004 Good Sam.
		28.05	28.08	35.88	10.7	24 Union Mem.
		27.05	28.09	35.45	13.8	4 Holy Cross
		24.72	27.20	35.01	2.0	2001 Kernan
		26.95	26.98	34.40	10.0	16 Wash.Adv.
		26.49	26.57	34.04	6.1	34 Harbor
		26.12	28.86	33.79	20.2	2 Univ. MD.
		26.49	26.51	33.65	10.2	15 Franklin Sqr.
		26.70	27.01	33.40	10.0	8 Mercy
		27.07	27.07	33.21	16.9	44 G.B.M.C
		26.38	27.25	33.04	17.5	9 Hopkins Hosp
		27.13	27.13	32.86	4.0	32 Cecil County
		24.96	25.23	32.76	22.7	12 Sinai Hosp.
		25.56	25.64	32.66	5.0	5 Frederic Memo.
		24.90	25.25	32.44	7.4	48 Howard
		25.90	25.90	32.24	6.0	35 Civista M. C
		25.72	25.87	32.07	11.8	40 Northwest
		24.16	24.66	31.57	3.1	28 St. Marys
		23.87	23.87	31.28	8.4	1 Washington Co.
		21.39	25.41	30.88	2.0	60 Ft. Washington
		22.11	23.45	30.77	9.2	38 MD.General
		21.85	22.09	30.45	4.7	37 Easton
		23.18	23.18	30.03	9.9	33 Carroll,
		23.75	23.75	28.96	6.9	51 Drs. P.G.
		21.85	22.08	28.94	1.5	10 Dochester Hosp
		21.10	21.10	28.45	7.1	27 W. Maryland MC
		23.24	23.66	28.35	14.1	43 BW Medical Ctr.
		20.46	20.62	28.08	24.5	7 St.Joe
		20.95	21.79	28.03	16.1	23 A.Arundel
		21.44	21.44	27.74	6.6	19 Pen.Gen.
		21.51	22.18	27.46	20.8	3 P.G.Gen.
		21.13	21.63	26.57	11.5	55 Laurel Re.
		19.45	19.59	26.32	69.8	29 Bayview
		18.40	18.40	26.11	2.0	17 Garrett
		20.65	20.69	26.07	9.4	39 Calvert Mem.
		19.35	19.35	24.80	3.0	30 Chester River
		17.84	17.99	23.20	14.2	61 Atlantic G.
		16.86	17.65	22.76	47.8	11 St. Agnes
		16.61	16.61	20.84	1.0	45 McCreed
		12.18	12.18	15.96	2.0	54 So. MD.
EXECUTIVE ASST.		23.85	24.29	30.75	505.2	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
GENERAL DUTY NURSE	11	34.31	43.63	53.60	124.9	2001 Kernan
		33.74	36.09	52.53	299.5	8992 U. MIEMSS
		32.23	42.42	52.51	262.9	38 MD.General
		30.84	43.28	51.53	157.5	13 Bon Secour
		34.46	42.51	49.56	320.1	51 Drs. P.G.
		35.95	39.68	48.71	816.7	12 Sinai Hosp.
		29.93	41.48	48.38	84.4	60 Ft. Washington
		33.47	37.52	48.11	518.9	7 St.Joe
		34.87	39.13	48.01	432.2	16 Wash.Adv.
		33.12	41.14	47.45	324.6	54 So. MD.
		37.87	38.52	47.44	336.1	33 Carroll,
		34.66	39.44	47.06	302.0	22 Suburban
		34.25	38.38	46.92	690.6	15 Franklin Sqr.
		35.84	38.67	46.74	721.9	23 A.Arundel
		33.17	37.79	46.67	446.7	2004 Good Sam.
		33.93	37.84	46.61	306.2	34 Harbor
		34.42	37.63	46.51	535.8	24 Union Mem.
		30.52	37.01	45.97	452.8	1 Washington Co.
		34.10	37.77	45.87	614.2	5050 Shady Grove
		34.03	38.45	45.78	205.0	18 Montgy. Gen.
		34.27	36.99	45.76	762.3	29 Bayview
		35.19	36.94	45.75	385.8	49 Upper Chesapeak
		32.71	38.87	45.59	144.2	55 Laurel Re.
		33.62	37.87	45.31	649.3	44 G.B.M.C
		32.70	36.69	45.28	482.3	48 Howard
		32.14	36.58	45.24	758.9	4 Holy Cross
		31.11	37.47	44.98	506.3	8 Mercy
		34.70	37.59	44.97	75.1	8994 U. UMCC
		32.66	36.63	44.83	552.2	11 St. Agnes
		32.81	36.60	44.66	193.5	28 St. Marys
		35.42	37.11	44.66	156.8	6 Harford Memo.
		34.38	37.27	44.65	374.9	40 Northwest
		32.95	37.12	44.34	192.8	39 Calvert Mem.
		32.79	35.83	44.03	483.5	5 Frederic Memo.
		36.40	36.95	43.62	2,406.9	9 Hopkins Hosp
		31.57	35.56	43.32	628.5	19 Pen.Gen.
		32.66	36.39	43.15	459.6	3 P.G.Gen.
		32.37	35.41	42.86	115.3	30 Chester River
		30.59	32.99	42.85	243.4	37 Easton
		33.37	36.70	42.67	1,408.1	2 Univ. MD.
		30.48	34.44	41.74	180.0	35 Civista M. C
		30.98	35.84	41.61	600.4	43 BW Medical Ctr.
		31.38	34.33	40.77	206.5	32 Cecil County
		29.72	32.38	40.61	76.8	10 Dochester Hosp
		30.25	33.56	40.25	109.9	61 Atlantic G.
		28.31	30.23	38.88	465.2	27 W. Maryland MC
		28.33	31.48	37.17	17.6	45 McCread
		24.19	27.83	36.88	62.1	17 Garrett
GENERAL DUTY NURSE		32.79	37.13	45.26	20,650.9	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
GENERAL OFFICE CLERK	4	25.67	25.67	31.95	1.0	8994 U. UMCC
		20.36	22.43	28.74	7.4	23 A.Arundel
		8.27	20.24	27.13	4.0	2001 Kernan
		21.56	21.77	25.75	20.9	2 Univ. MD.
		17.82	19.49	25.54	4.8	4 Holy Cross
		17.21	17.83	24.11	8.2	48 Howard
		17.94	17.94	23.72	0.5	5050 Shady Grove
		15.19	17.00	23.38	9.0	38 MD.General
		15.50	16.87	23.28	12.6	29 Bayview
		17.21	17.63	22.43	3.2	3 P.G.Gen.
		16.38	16.43	21.68	11.0	8 Mercy
		14.32	14.92	21.38	46.3	12 Sinai Hosp.
		15.98	16.09	21.28	10.3	40 Northwest
		14.15	14.74	21.08	25.3	1 Washington Co.
		15.97	16.20	20.92	2.1	18 Montgy. Gen.
		15.68	16.07	20.77	15.2	22 Suburban
		13.85	14.40	20.67	21.7	24 Union Mem.
		13.21	13.41	20.59	6.8	37 Easton
		14.90	15.43	20.16	37.7	9 Hopkins Hosp
		14.91	14.91	20.14	3.0	6 Harford Memo.
		14.08	14.26	19.97	8.4	5 Frederic Memo.
		14.07	14.07	19.96	1.2	16 Wash.Adv.
		13.53	13.78	19.77	11.6	34 Harbor
		14.11	14.11	19.73	8.1	33 Carroll,
		13.48	13.98	19.64	43.7	15 Franklin Sqr.
		14.65	14.69	19.57	18.2	30 Chester River
		12.37	13.59	19.43	20.8	28 St. Marys
		13.48	13.67	19.40	1.2	10 Dochester Hosp
		12.94	13.28	19.38	12.6	7 St.Joe
		13.80	13.94	19.31	23.6	49 Upper Chesapeak
		14.04	14.58	19.06	9.0	32 Cecil County
		10.40	14.15	18.99	4.2	13 Bon Secour
		14.42	15.03	18.94	19.6	43 BW Medical Ctr.
		13.77	14.64	18.86	2.3	55 Laurel Re.
		12.62	12.90	18.72	23.8	2004 Good Sam.
		12.51	12.90	18.33	5.8	19 Pen.Gen.
		13.34	13.44	17.95	6.5	44 G.B.M.C
		11.49	11.89	17.94	8.8	27 W. Maryland MC
		12.15	12.90	17.24	20.4	11 St. Agnes
		12.87	12.87	17.01	1.0	51 Drs. P.G.
		11.85	12.15	16.82	4.4	61 Atlantic G.
		11.59	11.63	16.38	12.0	35 Civista M. C
		11.55	11.22	15.53	1.4	39 Calvert Mem.
		11.73	11.74	15.49	6.8	45 McCreed
		11.31	11.45	15.16	16.1	54 So. MD.
GENERAL OFFICE CLERK		14.41	15.16	20.52	542.5	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
HUMAN RESOURCES, ASSOCIATE LEVEL	68	28.56	37.31	44.85	4.0	13 Bon Secour
		35.50	35.50	43.99	6.7	34 Harbor
		34.80	34.80	43.31	7.6	2004 Good Sam.
		36.18	36.18	43.24	1.8	18 Montgy. Gen.
		34.57	35.40	43.12	9.7	23 A.Arundel
		34.55	34.55	42.64	9.6	15 Franklin Sqr.
		33.14	33.29	41.46	11.9	16 Wash.Adv.
		32.51	32.51	40.81	13.1	24 Union Mem.
		32.84	32.96	40.49	11.2	5050 Shady Grove
		34.39	34.42	40.09	11.1	2 Univ. MD.
		31.63	31.63	38.27	4.6	22 Suburban
		31.35	31.36	37.59	6.3	3 P.G.Gen.
		31.27	31.28	37.22	2.6	55 Laurel Re.
		27.76	29.04	36.55	11.2	4 Holy Cross
		21.44	28.20	36.21	6.0	38 MD.General
		27.73	27.73	35.52	7.8	12 Sinai Hosp.
		27.58	28.51	35.05	12.5	8 Mercy
		26.19	26.31	34.81	6.0	7 St.Joe
		26.78	26.81	34.38	22.0	29 Bayview
		27.73	27.73	34.12	5.2	40 Northwest
		27.53	27.55	33.75	18.1	44 G.B.M.C
		27.88	27.88	33.69	1.0	32 Cecil County
		28.04	28.04	33.11	8.8	43 BW Medical Ctr.
		25.57	25.57	32.67	10.1	49 Upper Chesapeak
		25.50	25.50	32.51	9.5	5 Frederic Memo.
		26.11	26.11	32.48	4.0	35 Civista M. C
		25.82	25.85	32.30	10.0	11 St. Agnes
		26.15	26.15	32.14	2.3	39 Calvert Mem.
		24.63	24.81	31.95	7.7	48 Howard
		24.94	24.94	30.53	31.0	9 Hopkins Hosp
		22.95	23.00	30.31	7.0	1 Washington Co.
		23.26	23.26	30.11	3.6	33 Carroll,
		22.79	22.79	29.23	7.5	19 Pen.Gen.
		21.36	21.36	27.07	2.0	30 Chester River
		20.02	20.36	26.85	3.1	28 St. Marys
		21.23	21.23	26.75	3.0	61 Atlantic G.
		18.58	19.32	24.09	2.1	51 Drs. P.G.
		17.04	17.04	23.82	2.0	27 W. Maryland MC
		16.64	16.82	23.26	1.0	2001 Kernan
		15.61	15.61	22.93	1.0	17 Garrett
		17.51	17.54	21.78	5.0	54 So. MD.
		14.38	14.42	18.44	1.0	45 McCreed
		6.40	6.40	12.62	1.0	37 Easton
HUMAN RESOURCES, ASSOCIATE LEVEL		25.96	26.44	33.17	312.5	



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HUMAN RESOURCES, MGMT. LEVEL	69	56.71	56.71	67.65	0.4	34 Harbor
		56.25	56.25	66.21	1.0	28 St. Marys
		53.60	53.60	62.70	0.1	18 Montgy. Gen.
		51.71	51.71	62.37	3.0	11 St. Agnes
		51.74	51.74	60.85	5.2	44 G.B.M.C
		51.16	51.78	60.82	5.0	8 Mercy
		49.68	49.68	59.90	2.6	24 Union Mem.
		49.12	49.12	59.74	1.8	49 Upper Chesapeak
		48.71	48.71	58.85	8.0	29 Bayview
		48.84	48.84	58.62	1.7	15 Franklin Sqr.
		45.40	48.35	57.46	2.0	23 A.Arundel
		46.86	48.23	56.94	3.6	22 Suburban
		44.57	44.69	56.60	3.0	7 St.Joe
		46.55	46.55	56.30	7.7	12 Sinai Hosp.
		45.11	45.44	55.46	6.0	4 Holy Cross
		46.07	46.07	55.45	3.0	5 Frederic Memo.
		46.55	46.55	54.88	5.1	40 Northwest
		44.06	44.08	54.11	0.9	2001 Kernan
		43.99	43.99	53.63	3.6	2004 Good Sam.
		44.62	44.69	52.32	7.0	3 P.G.Gen.
		23.68	44.70	51.88	1.9	60 Ft. Washington
		44.34	44.40	51.69	2.8	55 Laurel Re.
		41.68	41.68	51.02	2.0	33 Carroll,
		38.46	39.22	48.12	1.0	48 Howard
		39.21	39.21	47.35	4.7	19 Pen.Gen.
		40.24	40.26	46.70	9.9	2 Univ. MD.
		38.92	38.92	45.62	4.0	51 Drs. P.G.
		36.46	36.46	43.61	2.0	39 Calvert Mem.
		34.84	35.06	43.45	7.2	16 Wash.Adv.
		34.69	34.91	42.67	7.4	5050 Shady Grove
		36.59	36.59	42.43	2.2	43 BW Medical Ctr.
		35.13	35.13	40.92	3.0	54 So. MD.
		33.87	33.87	40.27	4.0	32 Cecil County
		31.32	31.32	39.61	2.6	1 Washington Co.
		29.19	29.19	35.86	1.0	30 Chester River
		21.34	21.37	29.64	5.3	37 Easton
		21.33	21.36	28.12	1.7	10 Dochester Hosp
HUMAN RESOURCES, MGMT. LEVEL		41.96	42.71	51.35	133.5	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
INFO. SYSTEMS, PROF. LEVEL	13	46.38	46.55	54.83	10.0	18 Montgy. Gen.
		43.83	43.83	53.29	13.0	34 Harbor
		45.16	45.89	53.08	24.1	2 Univ. MD.
		43.58	43.58	52.73	27.1	15 Franklin Sqr.
		40.19	45.59	52.23	5.3	43 BW Medical Ctr.
		42.46	42.46	51.87	21.3	24 Union Mem.
		43.59	43.66	51.82	44.9	8 Mercy
		41.47	41.50	50.91	13.0	4 Holy Cross
		41.53	41.53	50.87	18.2	2004 Good Sam.
		42.30	42.47	50.47	31.6	22 Suburban
		38.63	43.21	50.26	4.0	60 Ft. Washington
		37.27	41.12	50.26	12.3	48 Howard
		39.36	40.93	50.17	36.6	29 Bayview
		40.78	41.04	49.36	40.7	19 Pen.Gen.
		39.99	39.98	48.95	29.6	16 Wash.Adv.
		28.87	39.04	48.64	4.0	38 MD.General
		38.62	39.60	48.62	39.5	12 Sinai Hosp.
		39.55	40.66	48.39	23.1	40 Northwest
		31.97	39.44	48.11	1.1	11 St. Agnes
		39.15	39.24	47.83	23.3	5 Frederic Memo.
		35.19	39.52	47.68	51.9	23 A.Arundel
		39.57	39.57	47.45	3.0	35 Civista M. C
		38.36	39.84	47.37	15.2	39 Calvert Mem.
		38.94	38.96	47.19	30.7	5050 Shady Grove
		37.04	38.19	46.41	10.9	28 St. Marys
		39.01	39.34	46.08	12.0	51 Drs. P.G.
		38.05	38.07	45.54	17.5	44 G.B.M.C
		33.82	37.54	45.12	5.0	13 Bon Secour
		36.62	37.88	44.63	183.6	9 Hopkins Hosp
		38.09	38.09	44.14	9.0	54 So. MD.
		35.70	35.70	42.28	7.5	32 Cecil County
		33.33	33.33	41.85	18.5	1 Washington Co.
		34.85	35.04	41.67	1.7	3 P.G.Gen.
		32.56	32.70	40.83	39.2	33 Carroll,
		30.47	30.73	39.45	10.8	27 W. Maryland MC
		31.21	31.21	38.14	2.9	6 Harford Memo.
		28.35	28.74	36.32	25.4	49 Upper Chesapeak
		23.94	26.74	35.63	5.0	17 Garrett
		27.77	27.78	33.93	2.2	61 Atlantic G.
		23.67	23.67	28.58	2.0	45 McCread
INFO. SYSTEMS, PROF. LEVEL		37.03	38.35	46.32	876.8	

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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
INFO. SYSTEMS,STAFF LEVEL	9	51.54	51.54	62.11	0.4	2004 Good Sam.
		51.54	51.54	61.97	0.4	24 Union Mem.
		51.54	51.54	61.64	0.6	15 Franklin Sqr.
		42.28	42.28	51.53	4.0	16 Wash.Adv.
		42.09	42.09	51.34	1.3	34 Harbor
		38.71	39.19	47.45	5.3	5050 Shady Grove
		37.04	37.04	44.63	7.0	35 Civista M. C
		34.12	36.71	43.21	1.1	55 Laurel Re.
		32.55	32.61	40.67	25.0	4 Holy Cross
		32.43	32.43	40.66	0.4	10 Dochester Hosp
		30.53	30.54	40.06	6.3	37 Easton
		31.52	33.15	39.85	12.2	18 Montgy. Gen.
		31.58	33.88	39.48	225.8	2 Univ. MD.
		27.30	31.74	38.64	2.0	13 Bon Secour
		29.48	30.00	37.95	18.1	29 Bayview
		28.85	31.05	37.26	1.2	3 P.G.Gen.
		26.39	27.53	33.97	15.7	8 Mercy
		25.47	26.75	33.53	11.3	23 A.Arundel
		25.36	25.66	33.24	30.3	12 Sinai Hosp.
		26.60	27.43	33.19	11.7	32 Cecil County
		26.08	26.47	32.47	10.8	22 Suburban
		21.55	24.39	31.87	8.6	1 Washington Co.
		21.30	25.14	31.48	4.3	11 St. Agnes
		24.84	25.21	31.34	13.1	40 Northwest
		24.83	24.83	31.03	1.0	8994 U. UMCC
		22.72	23.97	30.80	10.2	5 Frederic Memo.
		20.50	23.20	29.97	2.0	28 St. Marys
		22.12	23.20	29.69	13.4	19 Pen.Gen.
		21.86	22.96	29.68	6.6	49 Upper Chesapeak
		23.00	23.32	29.02	11.6	44 G.B.M.C
		21.35	21.73	28.49	8.0	48 Howard
		21.40	22.13	27.46	68.4	9 Hopkins Hosp
		21.54	21.59	27.06	3.0	39 Calvert Mem.
		19.79	19.79	26.96	6.0	27 W. Maryland MC
		19.54	21.73	26.74	13.1	51 Drs. P.G.
		19.04	20.33	24.83	7.7	54 So. MD.
		13.26	15.27	19.21	16.6	43 BW Medical Ctr.
INFO. SYSTEMS,STAFF LEVEL		28.69	29.73	36.77	584.4	
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IP/OP ADM & REGISTRATION CLERK	1	13.79	18.38	33.26	4.8	8992 U. MIEMSS
		14.72	20.76	26.38	25.4	13 Bon Secour
		17.69	18.37	24.77	57.0	16 Wash.Adv.
		16.84	18.38	24.26	68.5	4 Holy Cross
		17.52	18.35	24.23	81.5	23 A.Arundel
		18.82	19.29	23.99	9.0	55 Laurel Re.
		15.84	16.34	23.92	61.8	37 Easton
		15.15	17.26	23.68	63.9	38 MD.General
		17.09	17.90	23.67	69.4	5050 Shady Grove
		16.45	17.86	23.42	12.1	8994 U. UMCC
		17.19	18.25	23.22	31.3	22 Suburban
		16.26	16.54	22.91	181.2	29 Bayview
		15.67	16.36	22.85	34.7	24 Union Mem.
		16.09	16.96	22.81	69.5	19 Pen.Gen.
		15.04	15.92	22.48	83.2	12 Sinai Hosp.
		15.58	16.37	22.47	51.5	48 Howard
		15.52	16.29	22.39	25.7	28 St. Marys
		16.29	16.39	22.32	50.7	33 Carroll,
		15.39	16.30	22.23	68.2	15 Franklin Sqr.
		13.92	15.56	21.99	36.3	1 Washington Co.
		16.03	17.40	21.98	28.9	51 Drs. P.G.
		16.21	17.08	21.92	18.9	18 Montgy. Gen.
		16.72	16.90	21.76	422.0	9 Hopkins Hosp
		15.80	16.46	21.69	26.1	40 Northwest
		14.34	15.17	21.61	35.6	7 St.Joe
		14.94	15.46	21.43	18.6	10 Dochester Hosp
		14.51	15.31	21.43	43.0	2004 Good Sam.
		15.10	16.46	21.14	35.4	3 P.G.Gen.
		15.78	15.92	21.12	47.8	8 Mercy
		14.12	14.95	21.08	23.7	34 Harbor
		12.84	14.86	21.05	10.0	2001 Kernan
		13.76	15.85	20.47	19.8	60 Ft. Washington
		15.36	15.82	20.43	37.7	32 Cecil County
		13.86	14.52	20.27	51.9	5 Frederic Memo.
		14.52	15.43	20.18	70.6	44 G.B.M.C
		15.66	16.70	20.01	146.6	2 Univ. MD.
		13.16	13.65	19.95	29.3	27 W. Maryland MC
		14.13	14.78	19.89	25.7	35 Civista M. C
		14.27	14.39	19.83	41.9	49 Upper Chesapeak
		13.93	15.68	19.66	66.8	43 BW Medical Ctr.
		14.60	15.30	19.35	34.3	54 So. MD.
		11.57	12.32	19.18	13.0	17 Garrett
		13.58	14.35	18.93	78.9	11 St. Agnes
		12.89	13.95	18.74	14.4	30 Chester River
		12.96	13.62	18.43	42.2	61 Atlantic G.
		13.20	13.30	18.35	13.8	6 Harford Memo.
		12.64	13.54	18.11	19.0	39 Calvert Mem.
		11.13	11.65	15.39	8.4	45 McCread
IP/OP ADM & REGISTRATION CLERK		14.97	16.01	21.68	2,510.0	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LABORATORY ASST.	14	38.50	38.50	46.55	2.2	23 A.Arundel
		22.74	25.02	31.13	6.2	13 Bon Secour
		14.11	20.71	27.63	4.9	38 MD.General
		19.58	20.75	26.03	4.0	22 Suburban
		19.26	19.26	25.95	0.9	29 Bayview
		17.27	19.61	24.62	9.5	3 P.G.Gen.
		17.98	19.82	24.57	7.4	55 Laurel Re.
		15.48	17.83	23.63	6.2	4 Holy Cross
		17.42	17.42	23.49	2.7	33 Carroll,
		14.94	15.93	23.46	19.8	37 Easton
		17.46	18.21	22.51	3.9	54 So. MD.
		16.17	16.21	22.27	5.7	10 Dochester Hosp
		15.03	15.75	22.18	22.9	24 Union Mem.
		15.59	16.80	22.07	7.9	40 Northwest
		15.39	17.30	22.05	0.6	32 Cecil County
		16.40	16.75	22.04	14.0	8 Mercy
		16.50	16.50	21.89	0.3	6 Harford Memo.
		14.54	15.39	21.21	11.6	15 Franklin Sqr.
		16.14	16.14	20.94	1.0	9 Hopkins Hosp
		13.84	14.64	20.68	15.0	2004 Good Sam.
		14.85	15.73	20.51	17.2	44 G.B.M.C
		13.42	14.31	20.36	13.5	34 Harbor
		13.39	13.68	19.98	12.1	27 W. Maryland MC
		12.49	15.16	19.88	18.7	11 St. Agnes
		14.50	14.68	19.58	2.9	61 Atlantic G.
		13.02	13.93	19.46	8.2	19 Pen.Gen.
		13.91	13.93	19.30	5.4	49 Upper Chesapeake
		12.53	13.01	18.58	12.3	5 Frederic Memo.
		14.14	14.14	18.40	1.0	51 Drs. P.G.
		14.64	14.64	17.69	1.3	2 Univ. MD.
		10.03	10.03	14.60	1.4	35 Civista M. C
		8.26	8.26	14.02	0.8	12 Sinai Hosp.
		10.38	10.38	13.88	0.6	43 BW Medical Ctr.
LABORATORY ASST.		15.76	16.68	22.16	241.9	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LABORATORY TECH. I	15	29.67	30.40	37.14	3.7	8 Mercy
		30.02	30.15	36.66	8.5	44 G.B.M.C
		25.28	25.38	32.71	2.9	34 Harbor
		24.56	26.70	31.66	16.3	43 BW Medical Ctr.
		24.30	25.69	31.08	2.2	51 Drs. P.G.
		23.57	25.28	30.88	6.2	3 P.G.Gen.
		22.66	24.60	30.66	1.9	13 Bon Secour
		22.03	23.39	30.03	13.2	4 Holy Cross
		15.30	15.37	29.98	2.8	8992 U. MIEMSS
		21.62	22.63	29.89	1.1	12 Sinai Hosp.
		21.80	22.56	29.75	8.1	24 Union Mem.
		23.55	24.39	29.62	1.5	55 Laurel Re.
		20.80	22.11	28.73	1.0	15 Franklin Sqr.
		19.64	20.39	27.65	29.8	27 W. Maryland MC
		19.25	20.79	27.58	5.0	2004 Good Sam.
		18.01	19.80	25.31	1.0	30 Chester River
		18.89	19.14	25.09	9.4	23 A.Arundel
		18.48	18.48	22.89	0.9	45 McCread
		15.21	15.63	22.16	6.3	7 St.Joe
		16.01	16.77	22.03	5.6	40 Northwest
		14.94	17.01	21.88	22.2	9 Hopkins Hosp
		14.76	14.84	20.47	0.5	19 Pen.Gen.
		14.97	15.02	20.16	1.9	35 Civista M. C
		14.71	15.60	18.77	11.1	2 Univ. MD.
LABORATORY TECH. I		20.42	21.34	27.62	163.2	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LABORATORY TECH. II	16	40.31	40.64	49.85	1.4	24 Union Mem.
		38.84	38.84	47.72	1.6	34 Harbor
		36.15	36.25	43.49	6.5	44 G.B.M.C
		29.24	32.15	40.74	5.7	38 MD.General
		32.43	32.43	40.27	2.0	15 Franklin Sqr.
		30.01	31.87	39.81	1.4	4 Holy Cross
		30.45	31.15	38.46	11.5	11 St. Agnes
		28.85	28.90	38.20	2.9	37 Easton
		29.90	29.93	37.68	6.6	49 Upper Chesapeak
		27.26	28.05	36.88	15.3	7 St.Joe
		28.02	28.02	35.52	3.1	33 Carroll,
		23.96	29.55	35.05	4.8	45 McCread
		28.10	28.23	34.75	11.2	8 Mercy
		25.19	26.75	33.90	13.4	5 Frederic Memo.
		24.91	26.82	33.61	17.3	23 A.Arundel
		26.55	27.97	33.60	4.9	51 Drs. P.G.
		25.13	26.67	33.52	15.7	19 Pen.Gen.
		27.33	27.47	33.23	3.5	32 Cecil County
		24.53	24.94	32.84	11.1	27 W. Maryland MC
		25.64	27.33	32.34	13.3	43 BW Medical Ctr.
		23.12	25.73	31.64	8.8	22 Suburban
		23.75	25.26	30.86	1.5	3 P.G.Gen.
		23.65	24.90	30.77	12.7	61 Atlantic G.
		24.47	24.47	30.56	1.0	30 Chester River
		24.01	25.57	30.52	15.0	54 So. MD.
		21.10	21.86	30.07	6.3	17 Garrett
		21.15	24.47	29.84	1.5	60 Ft. Washington
		20.91	22.77	28.37	4.0	39 Calvert Mem.
		19.84	22.50	28.31	2.7	13 Bon Secour
		20.76	21.10	27.66	3.1	28 St. Marys
		21.92	22.35	26.41	7.5	2 Univ. MD.
		18.39	20.03	25.17	123.3	9 Hopkins Hosp
		18.34	19.43	24.97	0.9	40 Northwest
		15.51	18.01	24.31	0.0	48 Howard
		14.16	16.08	22.66	13.7	12 Sinai Hosp.
		15.72	15.96	22.26	1.1	29 Bayview
LABORATORY TECH. II		25.27	26.51	33.22	356.1	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LICENSED PRACTICAL NURSE	18	37.89	41.39	49.75	11.3	23 A.Arundel
		33.17	33.84	41.59	3.7	11 St. Agnes
		26.91	30.33	38.38	29.7	24 Union Mem.
		28.15	29.51	37.40	17.0	29 Bayview
		25.08	28.27	37.14	2.6	7 St.Joe
		27.38	29.20	36.97	4.3	34 Harbor
		26.99	29.46	36.95	7.0	15 Franklin Sqr.
		23.96	30.85	36.75	24.5	51 Drs. P.G.
		28.58	29.03	36.67	19.4	33 Carroll,
		25.29	27.15	34.73	23.7	2004 Good Sam.
		25.57	27.23	34.39	1.8	28 St. Marys
		22.68	26.50	34.22	14.3	2001 Kernan
		22.27	25.25	34.05	4.7	37 Easton
		24.38	26.87	34.04	1.9	5 Frederic Memo.
		25.24	28.12	34.02	20.6	3 P.G.Gen.
		27.16	27.59	33.80	2.3	44 G.B.M.C
		25.15	26.11	33.73	4.6	12 Sinai Hosp.
		23.49	27.53	33.58	4.8	18 Montgy. Gen.
		25.48	27.15	33.58	7.5	30 Chester River
		23.76	26.09	33.41	6.4	16 Wash.Adv.
		24.18	27.65	32.78	40.2	54 So. MD.
		21.43	25.18	32.75	13.0	38 MD.General
		22.99	25.36	32.57	2.9	48 Howard
		25.86	26.46	32.48	1.5	39 Calvert Mem.
		25.40	26.18	32.41	2.0	40 Northwest
		23.87	25.60	31.92	1.8	35 Civista M. C
		24.12	25.36	30.69	2.0	55 Laurel Re.
		23.59	25.04	30.64	26.0	9 Hopkins Hosp
		19.49	23.25	30.59	29.5	1 Washington Co.
		22.79	25.56	30.42	11.7	43 BW Medical Ctr.
		20.60	23.67	30.35	8.0	4 Holy Cross
		21.50	23.67	30.21	39.4	19 Pen.Gen.
		22.26	24.43	30.17	0.6	22 Suburban
		23.00	24.50	29.96	5.3	32 Cecil County
		23.05	23.75	29.90	4.8	6 Harford Memo.
		22.92	23.10	29.84	11.9	49 Upper Chesapeak
		19.79	20.27	28.25	3.9	17 Garrett
		18.41	21.42	28.18	1.5	10 Dochester Hosp
		19.76	20.82	28.14	14.9	27 W. Maryland MC
		21.90	22.37	27.16	7.7	45 McCread
		15.55	15.59	20.58	1.8	61 Atlantic G.
LICENSED PRACTICAL NURSE		24.17	26.26	33.05	442.2	



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MAIL CLERK	19	15.10	15.10	21.31	3.1	29 Bayview
		15.72	15.72	21.24	1.8	5050 Shady Grove
		15.22	15.22	20.99	4.9	33 Carroll,
		16.73	16.75	20.93	2.0	54 So. MD.
		14.26	14.89	20.81	1.6	48 Howard
		14.34	14.34	20.63	3.1	1 Washington Co.
		12.90	14.35	20.34	1.0	38 MD.General
		13.04	13.04	20.17	0.7	37 Easton
		14.08	14.08	19.97	0.7	16 Wash.Adv.
		13.38	13.50	19.81	3.1	12 Sinai Hosp.
		13.55	13.55	19.38	0.3	28 St. Marys
		14.23	14.23	19.24	2.8	8 Mercy
		13.08	13.57	19.20	9.0	5 Frederic Memo.
		12.86	12.89	18.99	3.9	24 Union Mem.
		12.79	13.12	18.97	7.8	2004 Good Sam.
		14.32	14.32	18.95	15.3	9 Hopkins Hosp
		13.25	13.35	18.93	4.1	15 Franklin Sqr.
		14.00	14.00	18.83	0.8	13 Bon Secour
		13.03	13.03	18.68	0.2	10 Dochester Hosp
		12.38	12.72	18.59	1.1	34 Harbor
		13.52	13.74	17.96	1.1	51 Drs. P.G.
		12.25	12.25	17.46	1.0	23 A.Arundel
		12.76	12.93	17.43	1.0	39 Calvert Mem.
		11.44	11.44	17.42	2.0	27 W. Maryland MC
		12.08	12.11	17.04	5.2	6 Harford Memo.
		12.11	12.29	16.97	3.0	61 Atlantic G.
		11.53	11.53	16.82	2.4	19 Pen.Gen.
		12.77	12.77	16.79	1.0	55 Laurel Re.
		11.55	11.55	16.56	1.1	49 Upper Chesapeak
		13.15	13.64	16.55	4.1	2 Univ. MD.
		11.46	11.70	16.44	4.3	40 Northwest
		11.57	11.60	15.73	3.2	11 St. Agnes
		10.93	10.93	14.48	2.1	43 BW Medical Ctr.
		9.81	9.81	14.36	1.0	35 Civista M. C
MAIL CLERK		13.09	13.24	18.47	99.6	

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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MAINTENANCE MECHANIC I	20	18.73	23.61	27.85	9.2	2 Univ. MD.
		22.55	23.00	27.73	5.1	54 So. MD.
		19.22	20.72	27.18	19.8	15 Franklin Sqr.
		20.26	20.44	27.08	4.5	16 Wash.Adv.
		16.53	20.15	26.99	2.5	38 MD.General
		17.76	19.84	26.68	3.5	2001 Kernan
		19.52	19.62	26.35	7.0	29 Bayview
		17.38	20.76	26.24	3.2	61 Atlantic G.
		18.05	19.15	25.96	7.7	24 Union Mem.
		19.15	19.18	25.63	3.0	48 Howard
		20.33	20.36	25.60	2.0	22 Suburban
		18.17	19.04	25.31	12.9	5 Frederic Memo.
		17.80	18.51	25.04	11.1	34 Harbor
		19.35	19.35	24.92	1.0	8 Mercy
		18.00	18.18	24.65	10.6	2004 Good Sam.
		18.35	18.59	24.04	1.4	40 Northwest
		15.79	16.88	22.53	5.1	5050 Shady Grove
		17.05	18.31	22.52	3.1	43 BW Medical Ctr.
		15.10	15.92	22.49	21.6	12 Sinai Hosp.
		15.07	15.07	22.47	4.9	37 Easton
		17.46	17.53	22.30	3.0	32 Cecil County
		15.26	16.66	22.28	2.3	4 Holy Cross
		16.31	16.79	22.21	1.1	6 Harford Memo.
		16.57	17.15	21.99	1.1	18 Montgy. Gen.
		15.69	15.91	21.77	2.0	33 Carroll,
		16.16	16.77	21.68	3.0	44 G.B.M.C
		14.64	14.64	21.08	3.0	27 W. Maryland MC
		13.93	14.64	20.96	7.0	1 Washington Co.
		14.49	15.01	20.66	4.9	19 Pen.Gen.
		15.38	15.45	20.18	13.4	9 Hopkins Hosp
		12.45	14.35	19.22	7.0	13 Bon Secour
		13.47	13.47	19.17	1.0	10 Dochester Hosp
		12.76	13.37	18.65	1.2	49 Upper Chesapeak
		13.61	13.92	18.43	12.1	11 St. Agnes
		13.64	13.69	18.27	2.5	39 Calvert Mem.
		11.91	11.91	17.08	1.0	23 A.Arundel
		11.28	11.81	15.84	1.2	51 Drs. P.G.
		10.71	10.91	14.58	2.2	45 McCread
		7.36	7.44	13.61	0.6	17 Garrett
MAINTENANCE MECHANIC I		16.08	16.87	22.49	208.8	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MAINTENANCE MECHANIC II	21	30.40	31.24	39.17	11.6	16 Wash.Adv.
		25.11	30.26	36.99	1.0	13 Bon Secour
		26.96	28.59	36.45	15.4	24 Union Mem.
		27.19	28.71	35.75	18.9	5050 Shady Grove
		25.73	27.79	35.44	15.0	2004 Good Sam.
		24.74	30.11	35.21	27.7	2 Univ. MD.
		24.29	26.84	34.34	15.9	34 Harbor
		25.30	26.58	34.13	42.7	29 Bayview
		25.46	28.19	34.10	24.8	3 P.G.Gen.
		27.48	27.89	33.99	8.5	18 Montgy. Gen.
		24.79	26.62	33.77	18.4	15 Franklin Sqr.
		25.24	26.89	33.69	25.0	23 A.Arundel
		27.65	27.85	33.00	4.0	54 So. MD.
		23.89	24.84	32.37	24.1	1 Washington Co.
		25.02	26.69	32.18	6.5	51 Drs. P.G.
		24.75	24.94	32.03	3.1	33 Carroll,
		22.98	23.45	32.01	7.6	37 Easton
		21.86	24.40	31.84	2.3	2001 Kernan
		24.46	25.50	31.38	9.1	22 Suburban
		22.29	24.48	31.37	6.5	28 St. Marys
		25.01	25.55	31.20	165.3	9 Hopkins Hosp
		23.88	24.80	31.07	9.2	11 St. Agnes
		24.56	24.57	30.69	21.9	8 Mercy
		15.60	25.22	30.66	2.5	60 Ft. Washington
		22.86	24.28	30.32	13.9	40 Northwest
		22.84	24.78	30.28	5.1	32 Cecil County
		22.36	23.22	30.17	8.3	48 Howard
		21.73	24.31	30.13	15.1	44 G.B.M.C
		23.00	23.25	30.00	9.8	5 Frederic Memo.
		21.50	23.28	29.91	19.3	4 Holy Cross
		22.70	25.03	29.83	20.9	43 BW Medical Ctr.
		21.21	22.53	29.78	33.2	12 Sinai Hosp.
		21.16	21.69	29.34	15.0	7 St.Joe
		22.41	23.74	28.89	2.2	55 Laurel Re.
		18.14	21.41	28.43	13.7	38 MD.General
		20.31	21.44	26.98	3.2	61 Atlantic G.
		18.26	21.21	26.89	5.3	30 Chester River
		19.72	19.92	26.49	2.9	10 Dochester Hosp
		19.53	21.27	25.95	1.1	45 McCread
		18.68	19.67	25.80	16.8	19 Pen.Gen.
		18.59	18.84	24.94	8.0	49 Upper Chesapeak
		18.60	19.55	24.79	7.3	39 Calvert Mem.
		17.83	19.18	24.78	4.0	35 Civista M. C
		14.45	17.20	24.75	7.6	17 Garrett
		18.08	18.88	24.52	7.3	6 Harford Memo.
		17.36	17.57	24.42	22.1	27 W. Maryland MC
MAINTENANCE MECHANIC II		22.52	24.22	30.66	729.0	

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Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MATERIALS HANDLER, OPERATIONS LEVEL	45	17.34	18.43	25.02	3.3	38 MD.General
		17.24	17.80	23.61	30.6	23 A.Arundel
		15.71	17.04	23.61	43.9	24 Union Mem.
		15.55	17.08	23.46	25.5	34 Harbor
		17.88	18.70	23.34	3.1	55 Laurel Re.
		14.98	16.41	22.80	6.0	2001 Kernan
		17.00	17.76	22.67	31.0	22 Suburban
		14.35	17.08	22.27	8.1	13 Bon Secour
		14.14	15.86	21.90	31.3	48 Howard
		15.33	15.45	21.70	35.8	29 Bayview
		14.07	15.94	21.45	22.4	4 Holy Cross
		14.68	15.17	21.16	7.4	28 St. Marys
		12.98	14.76	21.10	39.8	1 Washington Co.
		15.30	15.94	20.64	10.9	18 Montgy. Gen.
		14.90	14.91	20.64	29.6	33 Carroll,
		15.24	15.35	20.49	18.6	8 Mercy
		14.61	15.81	20.42	13.0	3 P.G.Gen.
		14.02	14.55	20.30	18.6	5 Frederic Memo.
		13.43	14.01	19.97	50.8	2004 Good Sam.
		12.36	12.83	19.93	11.3	37 Easton
		13.05	14.07	19.74	69.1	15 Franklin Sqr.
		13.79	14.14	19.54	9.0	49 Upper Chesapeak
		13.37	13.70	19.54	14.7	16 Wash.Adv.
		14.33	14.73	19.39	103.0	9 Hopkins Hosp
		12.34	12.48	19.36	5.0	17 Garrett
		11.73	12.95	19.20	45.6	12 Sinai Hosp.
		13.22	13.22	18.90	3.7	10 Dochester Hosp
		13.76	13.78	18.88	5.3	6 Harford Memo.
		13.06	13.59	18.86	26.8	5050 Shady Grove
		14.39	15.63	18.80	25.4	2 Univ. MD.
		12.13	12.63	18.78	24.8	27 W. Maryland MC
		13.24	13.67	18.61	41.8	40 Northwest
		12.12	13.01	18.45	48.7	19 Pen.Gen.
		13.15	13.35	17.70	12.2	32 Cecil County
		12.86	13.44	17.64	13.1	51 Drs. P.G.
		12.92	12.95	17.45	4.2	39 Calvert Mem.
		11.57	12.34	17.17	8.8	35 Civista M. C
		12.06	12.06	16.71	1.4	61 Atlantic G.
		11.93	12.00	16.54	2.0	30 Chester River
		11.55	11.73	15.89	21.1	11 St. Agnes
		11.19	11.56	15.85	18.5	44 G.B.M.C
		11.52	12.04	15.69	15.3	43 BW Medical Ctr.
		10.43	11.27	15.47	2.7	60 Ft. Washington
		10.81	11.04	14.72	12.5	54 So. MD.
		8.83	10.81	14.47	2.7	45 McCread
MATERIALS HANDLER, OPERATIONS LEVEL		13.57	14.29	19.55	978.4	
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MATERIALS HANDLER, PROF. LEVEL	47	32.16	32.16	39.10	8.0	8 Mercy
		30.73	30.73	38.22	1.0	28 St. Marys
		30.29	30.29	37.50	5.4	5050 Shady Grove
		29.81	29.83	37.36	11.2	15 Franklin Sqr.
		28.51	28.58	36.33	9.6	2004 Good Sam.
		28.42	28.42	36.02	7.4	16 Wash.Adv.
		28.09	28.09	35.90	8.6	24 Union Mem.
		27.59	27.61	35.19	8.9	34 Harbor
		28.45	28.45	34.61	1.9	18 Montgy. Gen.
		27.05	27.58	33.96	6.9	40 Northwest
		27.61	27.61	33.75	6.1	22 Suburban
		27.82	27.82	33.61	4.0	32 Cecil County
		24.80	25.08	32.59	7.8	12 Sinai Hosp.
		22.55	24.78	31.91	4.3	48 Howard
		23.14	24.67	31.51	10.4	4 Holy Cross
		24.93	24.93	30.81	5.0	44 G.B.M.C
		23.45	24.35	30.55	7.2	11 St. Agnes
		24.43	24.43	29.70	4.0	51 Drs. P.G.
		22.97	22.97	29.69	3.0	49 Upper Chesapeak
		23.80	24.63	29.00	15.5	2 Univ. MD.
		21.70	22.40	28.81	16.4	19 Pen.Gen.
		21.51	21.51	28.65	7.6	1 Washington Co.
		22.58	22.93	28.33	11.5	9 Hopkins Hosp
		20.90	22.40	27.97	4.1	39 Calvert Mem.
		21.77	21.77	27.71	4.9	6 Harford Memo.
		20.18	20.24	27.04	18.0	29 Bayview
		22.26	22.33	27.00	4.0	54 So. MD.
		21.08	21.08	26.89	3.0	35 Civista M. C
		19.46	20.10	26.48	3.2	5 Frederic Memo.
		19.06	20.12	26.18	24.0	23 A.Arundel
		18.89	21.00	26.07	2.4	60 Ft. Washington
		20.75	20.82	25.95	2.1	3 P.G.Gen.
		18.04	18.05	25.86	4.2	37 Easton
		15.73	18.69	25.32	2.0	38 MD.General
		19.83	19.83	24.37	1.0	45 McCread
		17.88	17.89	24.18	1.1	10 Dochester Hosp
		17.33	17.33	24.14	3.0	27 W. Maryland MC
		18.18	18.18	23.49	1.0	13 Bon Secour
		17.57	17.78	22.97	2.0	61 Atlantic G.
		18.10	18.36	22.58	9.1	43 BW Medical Ctr.
		16.48	16.48	22.42	2.9	33 Carroll,
		12.64	14.34	20.45	6.0	2001 Kernan
MATERIALS HANDLER, PROF. LEVEL		22.82	23.25	29.53	269.7	

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MDCL. RCDS. & CODING CLERK	22	26.61	27.17	32.78	2.0	60 Ft. Washington
		21.95	23.65	30.99	4.3	2001 Kernan
		12.58	13.28	27.71	1.1	8992 U. MIEMSS
		20.09	20.18	27.18	6.0	12 Sinai Hosp.
		18.47	19.21	25.22	37.3	4 Holy Cross
		17.58	18.43	25.20	29.7	1 Washington Co.
		17.95	18.66	25.09	24.0	16 Wash.Adv.
		19.48	19.81	24.96	17.5	18 Montgy. Gen.
		18.39	19.04	24.94	18.7	5050 Shady Grove
		16.64	16.87	24.52	13.0	37 Easton
		16.48	17.49	23.27	22.5	23 A.Arundel
		17.32	17.37	23.26	22.9	19 Pen.Gen.
		17.70	17.71	23.14	8.0	35 Civista M. C
		15.90	16.37	22.47	5.9	28 St. Marys
		16.75	17.26	22.23	8.2	44 G.B.M.C
		16.46	16.55	21.82	33.3	8 Mercy
		16.33	16.49	21.40	15.0	39 Calvert Mem.
		16.12	16.81	20.99	12.0	54 So. MD.
		15.21	15.21	20.98	8.4	33 Carroll,
		14.20	15.04	20.84	19.3	5 Frederic Memo.
		15.19	15.86	20.53	14.8	22 Suburban
		14.09	14.58	20.46	17.5	48 Howard
		15.05	16.36	20.39	31.6	43 BW Medical Ctr.
		12.02	14.32	20.31	8.7	38 MD.General
		13.51	14.06	20.29	17.7	24 Union Mem.
		13.61	13.90	20.11	15.6	7 St.Joe
		13.04	15.05	19.99	16.3	13 Bon Secour
		13.46	13.64	19.67	32.1	29 Bayview
		14.63	14.68	19.56	6.2	30 Chester River
		14.25	14.50	19.53	10.0	40 Northwest
		14.69	14.85	19.53	78.3	9 Hopkins Hosp
		14.22	14.95	19.47	5.9	3 P.G.Gen.
		12.96	13.08	19.30	17.7	27 W. Maryland MC
		12.55	13.26	19.20	8.8	34 Harbor
		12.11	12.26	19.11	5.9	17 Garrett
		14.23	14.51	18.98	9.4	32 Cecil County
		12.57	12.98	18.81	13.9	2004 Good Sam.
		13.68	13.68	18.78	1.4	6 Harford Memo.
		12.91	13.10	18.76	4.0	10 Dochester Hosp
		12.48	12.98	18.51	29.1	15 Franklin Sqr.
		12.98	13.19	17.96	7.0	61 Atlantic G.
		13.15	13.72	17.85	4.1	55 Laurel Re.
		13.00	13.43	17.62	8.7	51 Drs. P.G.
		12.33	12.51	17.58	1.0	8994 U. UMCC
		13.16	14.51	17.54	36.8	2 Univ. MD.
		11.94	11.99	17.07	10.8	49 Upper Chesapeak
		13.01	13.01	16.89	4.8	45 McCread
		12.46	12.39	16.65	11.8	11 St. Agnes
MDCL. RCDS. & CODING CLERK		15.11	15.62	21.24	739.0	

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MDCL. TECHNOLOGIST (A.S.C.P)	27	30.73	32.43	48.54	10.3	8992 U. MIEMSS
		31.47	34.39	43.31	17.5	38 MD.General
		31.42	33.48	41.89	48.7	24 Union Mem.
		31.64	33.53	41.80	25.4	34 Harbor
		32.40	33.78	41.78	48.9	15 Franklin Sqr.
		30.88	34.04	41.60	33.6	23 A.Arundel
		30.90	31.83	41.53	34.4	37 Easton
		25.08	34.16	41.34	3.9	13 Bon Secour
		30.94	32.31	40.53	13.0	10 Dochester Hosp
		29.97	33.13	39.91	21.1	39 Calvert Mem.
		29.98	31.71	39.84	37.4	2004 Good Sam.
		28.30	31.05	38.87	52.1	4 Holy Cross
		28.14	29.70	38.83	39.4	7 St.Joe
		29.02	31.05	38.70	21.4	5 Frederic Memo.
		30.39	30.72	38.59	33.3	49 Upper Chesapeak
		30.30	32.24	38.47	18.2	32 Cecil County
		28.82	30.84	38.35	13.0	28 St. Marys
		29.87	31.75	38.30	23.5	18 Montgy. Gen.
		30.87	31.10	37.92	41.8	8 Mercy
		29.58	31.44	37.68	30.3	3 P.G.Gen.
		29.13	31.05	37.62	31.7	22 Suburban
		29.54	29.54	37.24	26.7	33 Carroll,
		27.46	30.01	37.14	52.2	11 St. Agnes
		28.46	31.58	36.97	25.7	43 BW Medical Ctr.
		28.97	31.54	36.82	170.5	2 Univ. MD.
		26.99	28.89	36.80	73.2	12 Sinai Hosp.
		29.17	29.82	36.61	24.6	6 Harford Memo.
		27.56	30.33	36.17	11.0	55 Laurel Re.
		27.91	30.10	35.94	19.3	51 Drs. P.G.
		27.42	29.21	35.76	32.8	40 Northwest
		27.73	28.91	35.55	11.5	30 Chester River
		27.70	29.45	35.44	283.2	9 Hopkins Hosp
		25.37	27.62	35.29	0.1	29 Bayview
		27.41	28.46	35.10	20.9	35 Civista M. C
		26.82	28.09	35.08	39.7	19 Pen.Gen.
		25.33	27.58	35.05	0.0	48 Howard
		26.75	27.95	34.20	55.4	44 G.B.M.C
		27.08	27.96	33.11	20.5	54 So. MD.
		22.32	26.98	32.58	8.8	60 Ft. Washington
		23.63	23.93	32.43	6.6	17 Garrett
		21.79	24.05	31.82	11.4	27 W. Maryland MC
MDCL. TECHNOLOGIST (A.S.C.P)		28.42	30.43	37.82	1,493.0	

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MDCL. TRANSCRIPTIONIST	28	24.32	24.32	31.31	2.7	33 Carroll,
		16.00	16.08	30.75	1.0	8992 U. MIEMSS
		23.21	24.20	30.70	3.4	5050 Shady Grove
		23.00	23.46	30.46	3.4	16 Wash.Adv.
		23.35	23.66	29.26	4.3	18 Montgy. Gen.
		20.00	21.01	28.11	4.5	12 Sinai Hosp.
		21.98	22.73	28.02	2.9	32 Cecil County
		19.77	22.09	27.36	1.3	3 P.G.Gen.
		18.85	21.12	26.88	14.5	8 Mercy
		18.15	20.23	26.71	4.3	28 St. Marys
		19.88	19.98	26.69	6.8	34 Harbor
		20.16	21.22	26.47	8.2	9 Hopkins Hosp
		20.55	20.55	26.37	1.0	6 Harford Memo.
		20.88	21.34	26.31	3.9	51 Drs. P.G.
		18.67	19.32	26.20	12.8	1 Washington Co.
		18.92	19.18	25.99	17.9	24 Union Mem.
		19.35	20.34	25.97	4.9	40 Northwest
		19.30	19.33	25.94	9.7	2004 Good Sam.
		19.51	19.58	25.89	13.3	15 Franklin Sqr.
		20.39	20.48	25.84	1.1	44 G.B.M.C
		17.80	18.11	25.10	5.1	7 St.Joe
		18.61	18.94	25.05	2.1	49 Upper Chesapeak
		20.23	20.29	24.78	3.4	54 So. MD.
		17.66	18.74	24.68	12.3	4 Holy Cross
		19.00	19.09	24.51	1.0	13 Bon Secour
		19.04	19.12	24.48	8.0	11 St. Agnes
		14.71	17.93	24.07	24.9	5 Frederic Memo.
		15.74	16.31	23.89	1.5	37 Easton
		15.66	17.32	23.21	24.3	19 Pen.Gen.
		14.79	16.69	23.11	1.0	2001 Kernan
		18.10	18.73	22.98	21.7	43 BW Medical Ctr.
		16.93	16.99	22.35	2.1	35 Civista M. C
		14.10	15.01	22.25	3.1	17 Garrett
		16.95	17.09	22.22	1.9	61 Atlantic G.
		15.03	15.31	21.85	21.0	27 W. Maryland MC
		16.02	16.74	21.67	1.9	39 Calvert Mem.
		17.20	17.73	21.18	2.1	2 Univ. MD.
MDCL. TRANSCRIPTIONIST		18.75	19.47	25.64	259.4	



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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MEDICAL RECORDS TECHNICIAN ART	23	43.78	43.78	52.53	1.0	28 St. Marys
		40.00	40.00	47.92	0.5	35 Civista M. C
		38.26	38.45	47.39	2.7	4 Holy Cross
		33.84	33.84	41.43	5.6	19 Pen.Gen.
		32.59	33.12	41.27	1.1	16 Wash.Adv.
		32.59	33.12	40.67	1.2	5050 Shady Grove
		22.92	28.75	36.77	3.4	2001 Kernan
		28.71	29.36	35.98	1.0	8994 U. UMCC
		27.02	28.10	35.93	7.7	12 Sinai Hosp.
		28.81	28.89	35.40	8.0	40 Northwest
		27.14	27.63	35.38	16.3	24 Union Mem.
		26.54	26.82	34.35	16.3	2004 Good Sam.
		26.82	27.46	34.32	11.2	23 A.Arundel
		24.35	25.59	32.82	12.3	48 Howard
		24.37	25.09	32.05	22.2	15 Franklin Sqr.
		23.97	25.14	31.47	18.9	11 St. Agnes
		25.53	25.55	31.43	9.2	22 Suburban
		25.60	25.71	31.36	28.5	9 Hopkins Hosp
		26.34	26.65	31.28	26.5	2 Univ. MD.
		23.96	24.03	31.28	13.1	29 Bayview
		21.44	23.63	30.98	11.9	38 MD.General
		22.80	22.91	30.78	12.2	7 St.Joe
		22.80	23.12	29.85	15.1	5 Frederic Memo.
		23.97	25.04	29.85	9.2	43 BW Medical Ctr.
		22.64	22.64	29.41	8.3	33 Carroll,
		23.21	23.75	29.14	12.9	32 Cecil County
		22.06	22.13	29.09	9.1	34 Harbor
		22.92	22.93	28.88	8.0	8 Mercy
		22.27	22.65	27.69	5.2	55 Laurel Re.
		21.42	21.47	26.94	13.1	44 G.B.M.C
		21.69	21.69	26.69	2.0	51 Drs. P.G.
		20.43	20.43	26.24	12.1	6 Harford Memo.
		19.01	19.01	26.07	11.0	27 W. Maryland MC
		19.97	20.11	25.52	3.9	61 Atlantic G.
		18.99	19.10	25.24	25.6	49 Upper Chesapeak
		17.01	17.57	25.17	1.0	17 Garrett
		17.86	19.02	23.91	6.0	60 Ft. Washington
		17.62	18.13	22.99	19.5	3 P.G.Gen.
		16.51	16.51	21.62	1.8	30 Chester River
MEDICAL RECORDS TECHNICIAN ART		25.07	25.61	32.23	394.9	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MRI TECHNOLOGIST	37	41.46	44.14	53.37	2.6	15 Franklin Sqr.
		35.58	42.64	52.22	5.2	4 Holy Cross
		37.95	41.90	51.44	5.8	1 Washington Co.
		38.63	41.21	50.51	2.0	2004 Good Sam.
		35.03	40.13	49.12	2.1	16 Wash.Adv.
		37.22	39.81	48.85	4.8	12 Sinai Hosp.
		40.33	40.56	48.83	3.7	23 A.Arundel
		39.33	39.55	48.51	3.2	34 Harbor
		37.02	39.15	48.19	2.3	24 Union Mem.
		35.02	38.95	47.95	3.9	29 Bayview
		36.80	39.13	47.74	6.0	11 St. Agnes
		38.45	40.56	47.63	4.8	32 Cecil County
		36.19	39.47	47.09	4.3	22 Suburban
		36.20	37.34	46.20	3.5	49 Upper Chesapeake
		34.64	38.06	45.70	1.7	13 Bon Secour
		36.59	38.62	44.85	11.8	2 Univ. MD.
		35.72	38.55	44.56	3.6	43 BW Medical Ctr.
		34.92	36.93	44.38	9.1	8 Mercy
		31.31	36.60	44.15	2.3	35 Civista M. C
		34.98	36.39	43.87	1.7	6 Harford Memo.
		32.35	35.37	41.90	40.5	9 Hopkins Hosp
		30.00	33.15	41.88	1.0	38 MD.General
		30.09	32.33	41.28	5.6	27 W. Maryland MC
		29.02	32.68	40.51	3.3	5 Frederic Memo.
		31.02	32.85	40.33	6.5	19 Pen.Gen.
		27.99	30.34	36.73	3.6	61 Atlantic G.
		25.06	28.40	36.10	1.1	10 Dochester Hosp
		24.34	24.34	30.42	0.9	30 Chester River
		19.19	19.60	27.63	2.1	37 Easton
MRI TECHNOLOGIST		33.88	36.51	44.55	148.8	

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NUCLEAR MEDICINE TECHNOLOGIST (REG.)	29	38.68	47.10	55.68	2.3	22 Suburban
		41.51	48.21	55.14	3.9	54 So. MD.
		40.66	46.19	53.97	11.2	3 P.G.Gen.
		42.27	44.15	53.94	5.1	1 Washington Co.
		37.83	46.35	53.84	3.5	55 Laurel Re.
		36.26	43.83	53.60	4.4	4 Holy Cross
		42.14	44.99	53.16	4.5	40 Northwest
		35.94	43.79	52.42	27.3	23 A.Arundel
		33.43	44.93	52.13	1.4	60 Ft. Washington
		38.51	43.51	51.83	2.6	35 Civista M. C
		39.12	43.80	51.77	3.3	39 Calvert Mem.
		37.16	42.76	51.42	3.2	28 St. Marys
		39.92	42.52	50.64	2.8	6 Harford Memo.
		37.56	41.73	50.29	3.6	5050 Shady Grove
		39.59	43.80	50.28	5.7	43 BW Medical Ctr.
		39.98	40.82	50.08	4.6	2004 Good Sam.
		34.96	39.69	49.38	1.0	38 MD.General
		36.18	40.85	49.15	6.8	19 Pen.Gen.
		36.00	41.09	48.73	2.4	18 Montgy. Gen.
		36.23	39.55	48.51	3.9	34 Harbor
		37.54	38.93	47.54	5.4	15 Franklin Sqr.
		37.23	38.84	47.40	10.3	11 St. Agnes
		38.99	39.64	47.29	17.0	44 G.B.M.C
		34.63	38.27	47.19	3.7	29 Bayview
		30.89	38.46	46.96	3.7	5 Frederic Memo.
		37.05	38.06	46.81	2.8	16 Wash.Adv.
		35.32	37.63	46.50	5.1	24 Union Mem.
		33.62	37.73	46.45	4.7	48 Howard
		35.93	37.47	46.35	6.6	49 Upper Chesapeake
		35.30	37.54	46.34	12.0	12 Sinai Hosp.
		36.17	39.25	46.19	5.1	32 Cecil County
		33.55	35.66	45.88	8.0	37 Easton
		36.30	37.94	44.70	13.6	9 Hopkins Hosp
		33.39	37.97	44.58	5.1	51 Drs. P.G.
		31.41	34.26	44.24	6.5	7 St.Joe
		34.97	36.77	44.20	5.4	8 Mercy
		32.67	36.83	42.82	6.4	2 Univ. MD.
		32.92	34.43	42.80	3.7	33 Carroll,
		31.42	32.11	41.03	11.6	27 W. Maryland MC
		30.00	30.70	38.96	0.9	2001 Kernan
	29.27	29.32	38.58	2.2	17 Garrett	
	30.73	30.78	37.65	2.0	30 Chester River	
	28.80	29.54	37.39	1.0	10 Dochester Hosp	
	27.41	27.47	33.59	2.7	61 Atlantic G.	
	21.88	22.42	28.23	2.1	13 Bon Secour	
NUCLEAR MEDICINE TECHNOLOGIST (REG.)		35.36	38.84	47.01	251.2	
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NURSE EDUCATORS	58	49.06	49.06	66.63	1.5	8992 U. MIEMSS
		46.63	46.86	55.37	5.9	8 Mercy
		44.13	44.13	53.74	6.0	29 Bayview
		43.64	43.64	53.08	3.5	34 Harbor
		38.37	44.35	53.03	23.8	23 A.Arundel
		42.03	42.03	51.39	11.9	24 Union Mem.
		41.51	41.51	50.85	9.2	2004 Good Sam.
		43.50	43.56	50.84	21.6	9 Hopkins Hosp
		41.60	41.60	50.83	17.4	12 Sinai Hosp.
		41.37	41.37	50.80	0.6	10 Dochester Hosp
		42.82	42.82	50.77	8.5	40 Northwest
		41.84	42.07	50.67	11.2	5050 Shady Grove
		41.30	41.30	50.59	8.3	33 Carroll,
		35.89	40.72	50.57	8.1	38 MD.General
		38.97	41.24	50.40	14.5	48 Howard
		39.40	41.55	49.43	17.3	22 Suburban
		39.82	39.86	49.10	13.1	49 Upper Chesapeak
		39.97	40.87	48.99	2.9	30 Chester River
		39.49	39.94	48.91	4.6	16 Wash.Adv.
		39.02	40.58	48.34	15.8	44 G.B.M.C
		40.72	40.72	48.31	4.0	18 Montgy. Gen.
		37.65	37.67	48.17	4.4	37 Easton
		38.64	39.33	47.99	14.1	15 Franklin Sqr.
		36.61	38.67	47.65	11.0	4 Holy Cross
		38.16	38.96	47.54	7.6	11 St. Agnes
		39.44	39.44	47.23	4.0	6 Harford Memo.
		40.24	40.32	46.49	10.1	43 BW Medical Ctr.
		37.82	38.39	46.13	1.0	35 Civista M. C
		38.81	38.94	45.64	7.5	51 Drs. P.G.
		39.07	39.19	45.33	4.8	54 So. MD.
		37.51	37.62	45.20	1.0	13 Bon Secour
		34.71	36.29	44.54	9.1	5 Frederic Memo.
		33.76	34.42	44.43	5.6	7 St.Joe
		34.54	35.32	44.08	17.3	1 Washington Co.
		37.15	37.44	44.01	3.5	55 Laurel Re.
		36.04	36.17	44.00	17.0	19 Pen.Gen.
		37.79	37.86	43.98	12.0	2 Univ. MD.
		36.84	37.07	43.79	5.6	32 Cecil County
		33.87	34.88	42.78	4.3	28 St. Marys
		33.49	33.51	42.62	6.0	27 W. Maryland MC
		35.09	35.11	42.10	5.0	39 Calvert Mem.
		34.84	34.96	41.78	4.8	61 Atlantic G.
		34.52	34.75	41.34	12.3	3 P.G.Gen.
		31.35	31.35	37.02	1.0	45 McCreed
		26.77	27.25	36.21	0.6	17 Garrett
NURSE EDUCATORS		38.57	39.22	47.62	379.5	
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NURSE MGR. A	59	42.39	53.42	63.08	4.6	23 A.Arundel
		48.75	50.32	59.25	13.6	44 G.B.M.C
		41.35	49.65	58.64	8.0	13 Bon Secour
		48.11	48.11	58.19	2.0	29 Bayview
		48.64	48.64	57.34	1.0	8 Mercy
		42.07	49.17	56.88	30.9	51 Drs. P.G.
		46.87	47.00	56.79	57.7	12 Sinai Hosp.
		46.08	46.08	55.54	12.0	15 Franklin Sqr.
		45.62	45.62	55.38	14.8	24 Union Mem.
		44.97	45.36	55.17	10.5	2004 Good Sam.
		40.70	46.17	54.63	24.6	22 Suburban
		44.65	44.79	54.55	14.1	33 Carroll,
		41.53	42.79	54.35	45.4	7 St.Joe
		41.71	44.71	54.29	4.2	48 Howard
		43.25	43.25	52.30	8.4	5 Frederic Memo.
		44.92	44.92	51.97	1.0	2 Univ. MD.
		41.88	43.19	51.92	8.0	5050 Shady Grove
		42.00	42.07	51.32	12.3	34 Harbor
		39.80	43.26	51.15	21.1	18 Montgy. Gen.
		37.78	41.32	50.71	8.1	4 Holy Cross
		43.27	43.27	50.60	7.0	32 Cecil County
		40.36	40.92	50.01	4.0	16 Wash.Adv.
		35.77	43.40	49.91	6.3	54 So. MD.
		41.17	41.17	49.22	2.0	35 Civista M. C
		41.29	41.29	48.99	2.0	39 Calvert Mem.
		35.47	40.19	48.97	61.6	11 St. Agnes
		36.68	38.05	48.60	16.7	37 Easton
		38.18	40.25	47.41	52.5	3 P.G.Gen.
		32.59	40.31	47.10	3.2	60 Ft. Washington
		37.55	39.42	46.19	18.5	55 Laurel Re.
		37.98	38.55	45.71	7.8	61 Atlantic G.
		33.79	35.32	43.94	6.1	10 Dochester Hosp
		27.80	32.97	42.74	3.1	17 Garrett
		33.21	36.28	42.43	3.9	45 McCread
		35.70	36.33	42.14	2.0	43 BW Medical Ctr.
NURSE MGR. A		40.68	43.07	51.64	498.9	

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NURSE MGR. B	60	55.30	55.30	66.41	6.0	1 Washington Co.
		55.39	55.39	66.05	17.0	12 Sinai Hosp.
		51.78	52.03	63.08	3.6	49 Upper Chesapeak
		48.00	48.22	60.78	19.0	7 St.Joe
		52.18	52.18	60.20	1.0	2 Univ. MD.
		47.30	48.89	59.20	12.6	33 Carroll,
		49.18	49.18	59.00	19.0	15 Franklin Sqr.
		48.74	48.74	58.96	14.3	2004 Good Sam.
		51.05	51.05	58.94	5.2	51 Drs. P.G.
		50.31	50.92	58.85	63.7	9 Hopkins Hosp
		49.55	49.55	58.44	15.1	22 Suburban
		49.47	49.47	58.32	4.0	6 Harford Memo.
		47.29	47.46	58.28	9.0	38 MD.General
		47.95	47.95	57.98	16.0	24 Union Mem.
		47.72	47.72	57.63	11.0	34 Harbor
		47.19	47.19	57.47	16.0	4 Holy Cross
		47.68	47.70	56.30	13.8	8 Mercy
		47.40	47.40	55.77	7.8	18 Montgy. Gen.
		46.18	46.58	55.70	14.4	5050 Shady Grove
		47.19	47.19	55.59	8.5	40 Northwest
		47.19	48.05	54.97	13.1	54 So. MD.
		44.98	44.98	54.69	4.2	29 Bayview
		44.14	45.29	54.07	4.0	23 A.Arundel
		43.55	44.08	53.58	12.2	48 Howard
		46.68	46.68	53.42	12.1	43 BW Medical Ctr.
		43.97	43.97	53.37	14.0	11 St. Agnes
		45.06	45.06	53.18	3.0	39 Calvert Mem.
		44.22	43.75	53.17	4.6	16 Wash.Adv.
		44.21	44.21	52.74	3.0	30 Chester River
		42.97	42.97	52.00	10.0	5 Frederic Memo.
		4.46	44.57	51.74	1.0	60 Ft. Washington
		42.87	42.92	51.59	7.0	28 St. Marys
		38.71	38.71	49.35	0.9	37 Easton
		40.25	40.25	48.21	7.0	35 Civista M. C
		37.82	37.86	47.60	18.3	27 W. Maryland MC
		34.54	35.41	45.53	3.0	17 Garrett
		37.14	37.27	44.13	4.5	3 P.G.Gen.
NURSE MGR. B		45.12	46.38	55.58	398.7	

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NURSE MGR. C	61	42.25	50.40	63.37	2.6	7 St.Joe
		43.24	53.68	61.83	4.6	51 Drs. P.G.
		50.84	51.30	61.75	18.6	29 Bayview
		41.50	50.08	60.80	2.9	4 Holy Cross
		50.06	50.17	60.67	5.2	33 Carroll,
		48.50	48.81	58.78	5.4	12 Sinai Hosp.
		48.89	48.89	57.43	2.0	39 Calvert Mem.
		46.19	48.36	57.09	2.9	6 Harford Memo.
		38.70	48.07	56.71	6.3	8 Mercy
		44.02	46.68	55.58	6.6	19 Pen.Gen.
		46.98	47.69	55.34	38.8	9 Hopkins Hosp
		43.86	46.71	55.23	4.8	22 Suburban
		43.67	44.87	54.86	5.6	49 Upper Chesapeak
		30.39	44.23	54.59	5.5	38 MD.General
		40.36	44.96	53.83	3.6	28 St. Marys
		44.50	46.91	53.66	2.8	43 BW Medical Ctr.
		42.61	45.39	53.53	6.8	18 Montgy. Gen.
		42.26	43.63	53.36	3.5	10 Dochester Hosp
		41.04	41.62	52.66	4.5	37 Easton
		41.02	42.92	52.15	4.2	11 St. Agnes
		40.53	43.62	50.99	4.0	32 Cecil County
		39.48	43.58	50.78	3.6	55 Laurel Re.
		38.52	41.55	50.41	6.0	5 Frederic Memo.
		40.70	42.21	50.10	9.2	40 Northwest
		36.28	41.19	48.46	5.6	3 P.G.Gen.
		39.73	39.73	46.22	1.0	45 McCread
		34.29	37.80	45.48	3.9	35 Civista M. C
		31.47	34.74	44.76	1.8	17 Garrett
		33.42	37.53	44.59	7.2	61 Atlantic G.
NURSE MGR. C		41.56	45.08	53.97	179.5	

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NURSE MGR. D	62	71.96	71.96	83.64	1.0	22 Suburban
		56.63	65.19	77.28	2.0	48 Howard
		63.78	63.78	76.59	4.0	4 Holy Cross
		61.64	61.64	71.74	4.0	8 Mercy
		59.14	59.14	71.67	0.5	38 MD.General
		59.79	59.79	71.37	3.4	2004 Good Sam.
		50.01	52.60	70.49	6.0	8992 U. MIEMSS
		59.26	59.26	70.27	2.5	15 Franklin Sqr.
		57.92	57.92	69.46	3.0	33 Carroll,
		57.90	57.90	68.98	4.0	34 Harbor
		58.69	58.69	68.38	3.0	18 Montgy. Gen.
		57.40	57.40	68.09	5.0	5 Frederic Memo.
		54.59	56.94	68.05	24.6	29 Bayview
		60.01	60.01	67.93	3.3	43 BW Medical Ctr.
		58.31	58.31	67.14	3.0	32 Cecil County
		58.00	58.00	66.58	1.0	51 Drs. P.G.
		55.49	55.49	66.36	5.0	24 Union Mem.
		53.39	53.39	62.98	6.8	19 Pen.Gen.
		41.18	54.76	62.83	2.1	60 Ft. Washington
		52.88	52.88	62.24	1.0	35 Civista M. C
		43.50	50.94	60.33	8.0	23 A.Arundel
		47.85	48.01	58.46	11.3	49 Upper Chesapeak
		50.09	50.20	57.96	28.6	2 Univ. MD.
		49.88	49.88	57.74	5.0	55 Laurel Re.
		44.36	48.35	56.71	3.0	8994 U. UMCC
		47.31	47.31	55.21	10.1	3 P.G.Gen.
		43.40	43.40	51.61	4.8	6 Harford Memo.
		42.48	42.62	50.96	3.0	30 Chester River
		42.69	42.69	50.54	1.0	39 Calvert Mem.
		35.20	36.32	46.56	1.9	17 Garrett
NURSE MGR. D		53.16	54.49	64.61	162.0	



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NURSE PRACT./CLINICAL NURSE SPEC.	31	60.15	81.96	97.54	23.0	11 St. Agnes
		48.14	50.46	68.16	9.8	8992 U. MIEMSS
		39.82	57.60	66.25	2.0	55 Laurel Re.
		55.41	55.41	65.33	0.8	30 Chester River
		51.33	51.82	62.11	30.3	12 Sinai Hosp.
		48.12	50.62	61.46	10.0	49 Upper Chesapeak
		46.54	49.60	60.25	6.7	4 Holy Cross
		49.60	49.60	59.72	5.1	34 Harbor
		49.24	49.24	59.60	1.5	33 Carroll,
		48.37	49.24	59.45	33.2	29 Bayview
		36.82	48.45	59.42	3.0	38 MD.General
		49.00	49.00	59.25	4.0	2004 Good Sam.
		47.76	47.76	57.76	19.6	24 Union Mem.
		43.16	44.59	56.47	17.3	7 St.Joe
		47.79	48.47	56.19	171.1	9 Hopkins Hosp
		45.61	45.69	55.09	18.5	15 Franklin Sqr.
		44.10	45.22	54.82	19.5	16 Wash.Adv.
		43.73	46.35	54.81	14.8	44 G.B.M.C
		43.28	45.23	54.20	9.6	5050 Shady Grove
		45.34	46.51	53.78	73.7	2 Univ. MD.
		44.57	44.93	53.23	8.7	8 Mercy
		44.41	44.41	53.10	2.5	23 A.Arundel
		45.54	45.54	52.89	3.0	51 Drs. P.G.
		42.69	45.01	52.68	5.9	3 P.G.Gen.
		44.17	44.21	52.43	16.2	22 Suburban
		44.23	44.23	52.32	1.9	40 Northwest
		25.47	41.33	50.99	6.1	2001 Kernan
		42.35	42.45	48.81	10.1	43 BW Medical Ctr.
		40.11	40.11	48.80	21.6	5 Frederic Memo.
		35.67	37.00	46.61	7.6	27 W. Maryland MC
		35.15	35.88	44.70	4.2	1 Washington Co.
		37.09	37.14	44.16	4.0	61 Atlantic G.
		34.14	34.14	41.40	2.8	35 Civista M. C
		33.33	33.65	41.21	0.7	19 Pen.Gen.
NURSE PRACT./CLINICAL NURSE SPEC.		43.89	46.55	56.03	568.6	

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OCCUP. THERAPIST	63	37.26	45.15	55.63	3.8	38 MD.General
		42.90	44.77	54.74	4.9	49 Upper Chesapeake
		45.05	46.21	53.63	5.6	51 Drs. P.G.
		39.10	43.73	51.91	6.8	8 Mercy
		42.19	42.19	51.45	2.1	34 Harbor
		40.00	40.00	49.25	0.1	10 Dochester Hosp
		39.24	40.31	49.11	3.2	11 St. Agnes
		37.38	39.90	48.62	5.1	15 Franklin Sqr.
		41.06	41.06	48.31	1.5	3 P.G.Gen.
		36.45	37.64	48.25	9.6	7 St.Joe
		35.01	41.12	47.99	1.3	60 Ft. Washington
		38.64	39.06	47.95	6.4	48 Howard
		38.05	39.93	47.62	7.0	44 G.B.M.C
		35.89	39.38	47.52	4.3	23 A.Arundel
		37.60	38.49	47.45	6.1	4 Holy Cross
		39.53	39.70	47.35	5.4	22 Suburban
		39.14	39.51	46.96	2.5	18 Montgy. Gen.
		35.74	37.90	46.79	15.3	2004 Good Sam.
		36.57	39.28	46.74	3.9	39 Calvert Mem.
		36.70	37.22	46.04	16.2	24 Union Mem.
		38.00	38.00	45.70	0.6	35 Civista M. C
		37.28	36.70	45.28	0.7	16 Wash.Adv.
		36.88	37.34	44.91	1.1	6 Harford Memo.
		37.80	38.19	44.83	2.8	55 Laurel Re.
		35.38	35.49	44.27	11.7	1 Washington Co.
		36.56	36.60	43.90	6.7	40 Northwest
		34.68	35.31	43.89	22.9	12 Sinai Hosp.
		29.67	34.33	43.07	23.5	2001 Kernan
		33.63	34.42	42.89	22.8	29 Bayview
		36.94	36.96	42.83	7.1	43 BW Medical Ctr.
		34.81	34.99	42.76	2.7	5050 Shady Grove
		35.17	35.66	41.49	4.2	54 So. MD.
		33.82	34.49	40.94	36.5	9 Hopkins Hosp
	30.98	30.98	40.56	1.0	37 Easton	
	32.72	32.77	40.47	2.5	28 St. Marys	
	32.13	32.17	39.59	6.5	19 Pen.Gen.	
	30.09	30.12	38.75	3.9	27 W. Maryland MC	
	32.97	33.14	38.64	28.4	2 Univ. MD.	
	29.99	29.99	35.53	0.6	45 McCreed	
OCCUP. THERAPIST =====		36.49	37.70	45.73	297.0	

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OTHER HOSPITAL SPECIFIC	70	72.43	76.67	91.40	92.0	49 Upper Chesapeak
		50.54	55.07	73.17	38.4	8992 U. MIEMSS
		45.20	50.70	60.07	34.9	23 A.Arundel
		49.24	49.59	57.34	21.0	51 Drs. P.G.
		46.79	47.78	57.05	31.4	5050 Shady Grove
		44.15	44.68	54.22	31.1	16 Wash.Adv.
		45.45	45.45	53.98	4.0	35 Civista M. C
		44.78	45.02	52.52	14.5	32 Cecil County
		36.22	42.81	51.00	18.4	13 Bon Secour
		36.45	36.89	47.21	7.1	17 Garrett
		33.82	37.28	46.62	61.0	38 MD.General
		37.78	38.99	46.55	75.4	22 Suburban
		33.11	36.75	45.81	47.7	2001 Kernan
		34.98	36.37	44.53	80.1	11 St. Agnes
		33.23	33.53	43.47	117.1	37 Easton
		33.22	35.93	42.33	3.0	60 Ft. Washington
		34.33	34.33	41.64	16.1	30 Chester River
		34.13	34.51	41.60	40.2	40 Northwest
		34.41	34.46	41.23	5.0	61 Atlantic G.
		33.30	33.98	40.96	164.9	44 G.B.M.C
		31.89	32.51	40.93	237.0	1 Washington Co.
		31.72	32.30	40.56	191.0	12 Sinai Hosp.
		31.64	32.14	40.34	34.4	10 Dochester Hosp
		31.46	32.33	40.12	165.4	5 Frederic Memo.
		31.76	32.60	40.05	87.9	19 Pen.Gen.
		29.99	31.72	39.64	110.6	4 Holy Cross
		30.91	31.27	39.43	151.4	24 Union Mem.
		31.48	32.10	39.13	32.9	6 Harford Memo.
		29.89	31.92	38.77	43.0	8994 U. UMCC
		29.85	30.84	38.72	100.8	48 Howard
		30.12	30.54	38.53	121.5	2004 Good Sam.
		29.09	29.53	37.43	260.8	29 Bayview
		27.62	29.54	36.92	78.2	28 St. Marys
		26.87	30.33	36.79	55.7	39 Calvert Mem.
		29.39	30.31	36.69	76.8	18 Montgy. Gen.
		28.38	29.08	36.52	203.9	15 Franklin Sqr.
		29.31	30.87	36.20	46.7	43 BW Medical Ctr.
		27.93	28.42	36.10	82.1	34 Harbor
		26.80	27.38	36.08	133.3	7 St.Joe
		26.83	27.46	35.72	120.1	27 W. Maryland MC
		27.66	28.14	35.66	101.7	33 Carroll,
		28.26	29.49	35.53	121.6	3 P.G.Gen.
		27.03	28.98	33.93	518.4	2 Univ. MD.
		26.75	27.58	33.13	61.5	55 Laurel Re.
		24.69	24.94	31.11	132.7	8 Mercy
		24.59	25.19	30.80	1,052.7	9 Hopkins Hosp
		22.35	23.09	27.82	172.9	54 So. MD.
		22.93	22.93	27.78	4.7	45 McCread
OTHER HOSPITAL SPECIFIC		33.56	34.88	42.77	5,403.1	
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OTHER NON-HOSPITAL SPECIFIC	71	46.76	46.90	55.21	28.9	18 Montgy. Gen.
		42.89	43.23	52.59	56.9	16 Wash.Adv.
		42.82	42.86	52.32	74.8	24 Union Mem.
		41.40	43.89	51.00	4.0	60 Ft. Washington
		41.32	41.41	49.93	48.2	5050 Shady Grove
		32.24	33.27	49.45	4.1	8992 U. MIEMSS
		39.67	39.71	48.69	51.9	34 Harbor
		41.11	41.11	48.23	15.0	32 Cecil County
		33.37	38.67	47.61	54.5	33 Carroll,
		38.59	38.77	46.31	71.6	22 Suburban
		36.04	36.31	44.60	113.1	15 Franklin Sqr.
		34.19	36.45	44.28	102.0	23 A.Arundel
		34.46	35.33	43.90	93.0	2004 Good Sam.
		33.21	33.68	42.07	196.1	29 Bayview
		34.66	34.66	41.99	21.0	35 Civista M. C
		27.05	32.43	41.07	61.2	38 MD.General
		33.63	33.98	41.01	86.1	40 Northwest
		34.23	34.58	40.24	58.4	43 BW Medical Ctr.
		24.29	32.60	39.70	1.3	30 Chester River
		30.52	31.27	39.42	192.4	12 Sinai Hosp.
		32.56	33.72	39.29	493.6	2 Univ. MD.
		30.75	31.35	39.28	90.4	48 Howard
		29.84	31.96	38.88	28.4	13 Bon Secour
		30.88	31.10	38.40	94.6	11 St. Agnes
		25.73	30.15	38.34	22.7	2001 Kernan
		30.58	30.89	37.02	1,053.6	9 Hopkins Hosp
		28.88	29.49	36.96	31.5	5 Frederic Memo.
		28.73	30.20	36.02	17.0	55 Laurel Re.
		26.40	27.19	35.86	139.7	7 St.Joe
		28.41	28.78	35.36	189.2	8 Mercy
		28.59	28.93	35.18	24.8	61 Atlantic G.
		28.06	28.25	34.77	11.3	8994 U. UMCC
		28.00	28.73	34.69	42.6	3 P.G.Gen.
		27.84	28.03	34.63	50.8	6 Harford Memo.
		25.79	26.97	34.29	43.7	49 Upper Chesapeak
		24.82	25.50	34.22	18.5	17 Garrett
		26.41	27.05	34.18	68.0	28 St. Marys
		25.61	25.95	34.00	92.9	27 W. Maryland MC
		25.28	26.47	33.58	266.9	4 Holy Cross
		26.18	26.68	32.73	66.1	39 Calvert Mem.
		25.64	26.65	32.14	108.9	51 Drs. P.G.
		23.96	24.37	31.84	31.0	1 Washington Co.
		25.14	25.45	31.40	209.9	44 G.B.M.C
		24.91	26.10	31.26	5.7	45 McCread
		23.77	24.03	30.61	111.4	19 Pen.Gen.
		17.92	18.35	24.71	5.9	10 Dochester Hosp
		19.50	20.09	24.56	58.2	54 So. MD.
		15.82	15.92	23.45	28.7	37 Easton
OTHER NON-HOSPITAL SPECIFIC		30.38	31.45	38.90	4,740.1	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PATIENT CARE/NURSING AIDE I	32	13.06	14.17	28.68	48.5	8992 U. MIEMSS
		15.96	17.84	24.13	6.4	48 Howard
		15.01	17.32	23.83	34.1	2001 Kernan
		16.43	17.54	23.27	41.0	5050 Shady Grove
		13.28	15.95	21.28	5.6	6 Harford Memo.
		14.59	16.72	21.15	33.3	55 Laurel Re.
		12.06	16.05	21.12	71.6	13 Bon Secour
		14.27	15.23	21.04	18.7	15 Franklin Sqr.
		14.54	16.27	20.94	122.1	3 P.G.Gen.
		14.35	14.60	20.75	49.4	29 Bayview
		13.55	14.89	20.68	96.8	5 Frederic Memo.
		14.01	14.64	20.68	18.0	2004 Good Sam.
		14.75	16.21	20.34	82.4	54 So. MD.
		14.13	14.26	20.31	4.6	34 Harbor
		12.90	14.68	20.15	40.3	23 A.Arundel
		11.91	15.35	19.92	6.7	60 Ft. Washington
		12.49	13.49	19.80	177.2	12 Sinai Hosp.
		13.48	14.25	19.50	5.1	4 Holy Cross
		12.76	13.22	19.46	46.1	27 W. Maryland MC
		13.28	14.50	19.39	21.0	61 Atlantic G.
		12.80	13.56	19.38	30.9	16 Wash.Adv.
		13.11	13.21	19.35	9.9	24 Union Mem.
		13.67	14.51	19.15	152.9	44 G.B.M.C
		11.88	13.06	18.87	8.2	38 MD.General
		13.52	14.84	18.74	94.4	43 BW Medical Ctr.
		14.06	14.06	18.67	1.1	9 Hopkins Hosp
		12.82	14.00	18.47	0.4	18 Montgy. Gen.
		12.75	13.13	18.38	22.4	49 Upper Chesapeak
		11.46	12.83	18.26	116.9	19 Pen.Gen.
		10.80	13.26	18.15	10.0	40 Northwest
		12.97	13.06	17.95	69.5	8 Mercy
		12.18	13.03	17.39	66.9	11 St. Agnes
		11.87	12.46	16.71	18.6	22 Suburban
		11.17	12.23	16.48	35.5	32 Cecil County
		12.06	13.40	16.28	86.9	2 Univ. MD.
		9.66	10.02	14.59	10.5	35 Civista M. C
PATIENT CARE/NURSING AIDE I		13.15	14.39	19.81	1,663.9	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PATIENT CARE/NURSING AIDE II	33	15.14	17.01	31.77	16.6	8992 U. MIEMSS
		16.78	18.93	25.65	57.5	2001 Kernan
		14.78	20.33	25.34	11.4	60 Ft. Washington
		18.66	20.13	25.19	8.6	3 P.G.Gen.
		15.81	16.91	23.58	61.2	12 Sinai Hosp.
		15.35	17.16	23.41	140.8	16 Wash.Adv.
		15.13	16.31	22.97	142.9	7 St.Joe
		17.32	18.59	22.93	35.2	54 So. MD.
		15.14	17.05	22.72	206.6	5050 Shady Grove
		16.74	17.77	22.71	326.1	9 Hopkins Hosp
		15.25	16.65	22.64	69.8	5 Frederic Memo.
		15.86	17.72	22.63	63.7	18 Montgy. Gen.
		16.05	16.60	22.56	64.9	33 Carroll,
		14.43	16.44	22.55	137.0	48 Howard
		15.79	16.83	22.54	203.1	23 A.Arundel
		14.83	16.82	22.46	120.4	4 Holy Cross
		14.70	15.96	22.41	137.2	24 Union Mem.
		14.68	16.01	22.25	96.6	34 Harbor
		16.17	17.38	22.25	95.8	22 Suburban
		12.96	15.72	22.17	194.0	1 Washington Co.
		16.24	17.50	22.01	11.3	55 Laurel Re.
		15.23	15.70	21.97	248.9	29 Bayview
		14.11	15.84	21.90	70.4	28 St. Marys
		15.73	16.49	21.88	62.4	6 Harford Memo.
		14.35	15.99	21.88	212.4	15 Franklin Sqr.
		14.55	16.32	21.74	27.2	8994 U. UMCC
		13.88	15.21	21.31	161.6	2004 Good Sam.
		15.00	16.62	21.31	34.7	32 Cecil County
		13.43	15.58	21.29	65.6	19 Pen.Gen.
		14.78	15.64	21.26	126.7	49 Upper Chesapeak
		14.76	16.07	21.26	130.7	40 Northwest
		12.75	13.96	21.22	61.7	37 Easton
		11.84	14.77	20.82	94.9	38 MD.General
		15.54	15.61	20.78	98.5	8 Mercy
		14.39	16.08	20.53	154.2	51 Drs. P.G.
		13.37	14.63	20.49	22.0	10 Dochester Hosp
		14.62	15.46	20.44	24.6	30 Chester River
		13.91	16.39	20.43	248.0	43 BW Medical Ctr.
		12.24	13.20	20.19	29.5	17 Garrett
		14.39	16.75	20.07	276.7	2 Univ. MD.
		14.15	15.19	19.91	43.3	44 G.B.M.C
		14.62	14.71	19.62	2.0	13 Bon Secour
		12.35	14.43	19.02	133.7	11 St. Agnes
		12.64	13.96	18.79	23.6	61 Atlantic G.
		11.80	12.60	18.75	104.2	27 W. Maryland MC
		12.08	13.66	18.24	44.2	39 Calvert Mem.
		12.59	13.24	18.18	66.4	35 Civista M. C
		12.50	13.29	17.20	14.9	45 McCread
PATIENT CARE/NURSING AIDE II		14.57	16.07	21.73	4,783.6	

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PHARMACY TECH.	34	20.74	21.51	29.12	15.5	7 St.Joe
		20.39	21.67	27.90	26.4	23 A.Arundel
		18.14	20.42	27.02	15.2	48 Howard
		18.21	19.31	25.92	12.0	2004 Good Sam.
		17.14	19.80	25.90	20.4	4 Holy Cross
		16.64	19.15	25.90	6.5	2001 Kernan
		17.24	18.79	25.36	11.0	34 Harbor
		17.35	18.54	25.28	17.0	24 Union Mem.
		17.44	18.82	25.05	19.3	15 Franklin Sqr.
		18.32	19.94	24.98	14.5	3 P.G.Gen.
		15.10	18.18	24.92	15.1	1 Washington Co.
		16.61	17.82	24.58	33.5	12 Sinai Hosp.
		18.17	19.46	24.39	2.6	60 Ft. Washington
		16.74	18.16	24.33	17.4	5 Frederic Memo.
		16.87	17.87	24.21	17.3	16 Wash.Adv.
		17.06	18.04	24.02	18.5	49 Upper Chesapeak
		16.99	19.13	23.89	12.7	51 Drs. P.G.
		17.74	19.19	23.88	6.9	55 Laurel Re.
		16.64	17.83	23.59	22.3	5050 Shady Grove
		17.09	17.98	23.53	6.4	6 Harford Memo.
		17.98	18.03	23.45	18.2	8 Mercy
		16.27	17.22	23.40	5.8	28 St. Marys
		14.15	16.99	23.37	10.3	38 MD.General
		16.50	18.93	23.20	25.4	43 BW Medical Ctr.
		17.47	18.18	23.02	10.5	32 Cecil County
		14.82	15.50	22.97	13.1	37 Easton
		17.05	18.00	22.94	11.5	18 Montgy. Gen.
		15.41	17.30	22.81	4.8	8994 U. UMCC
		16.09	16.41	22.76	21.7	29 Bayview
		16.55	17.34	22.66	15.1	40 Northwest
		16.48	17.64	22.54	16.8	22 Suburban
		16.30	16.56	22.51	11.0	33 Carroll,
		16.50	17.45	22.45	22.8	44 G.B.M.C
		17.19	18.05	22.35	9.1	54 So. MD.
		15.22	17.09	22.06	7.0	39 Calvert Mem.
		16.67	17.07	21.95	99.9	9 Hopkins Hosp
		16.52	18.19	21.70	103.0	2 Univ. MD.
		15.27	16.64	21.59	20.4	11 St. Agnes
		15.76	16.11	21.15	7.7	61 Atlantic G.
		14.67	15.15	21.08	3.1	10 Dochester Hosp
		13.66	13.69	20.74	3.5	17 Garrett
		15.26	15.47	20.65	6.5	35 Civista M. C
		14.06	14.97	20.62	28.0	19 Pen.Gen.
		12.75	13.60	19.89	18.7	27 W. Maryland MC
		14.44	14.94	19.85	5.1	30 Chester River
		13.28	14.71	19.62	7.8	13 Bon Secour
		11.80	11.80	15.56	1.0	45 McCread
PHARMACY TECH.		16.36	17.55	23.20	818.0	

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PHLEBOTOMIST	64	16.83	19.24	25.95	15.8	38 MD.General
		18.99	19.88	25.46	1.1	40 Northwest
		16.81	19.35	24.46	12.6	22 Suburban
		16.73	17.91	24.37	4.0	34 Harbor
		16.65	17.03	23.60	11.0	24 Union Mem.
		15.61	16.82	23.57	14.0	7 St.Joe
		14.87	16.68	22.96	31.0	2004 Good Sam.
		16.87	17.01	22.84	16.5	49 Upper Chesapeak
		16.41	17.69	22.59	5.6	18 Montgy. Gen.
		15.47	16.55	22.53	21.1	5 Frederic Memo.
		15.89	17.69	22.46	4.1	60 Ft. Washington
		15.25	17.90	22.07	8.4	43 BW Medical Ctr.
		16.46	17.20	21.94	9.1	32 Cecil County
		15.95	16.04	21.92	20.6	33 Carroll,
		14.61	16.32	21.89	21.7	4 Holy Cross
		15.86	17.23	21.79	15.3	51 Drs. P.G.
		12.97	16.61	21.44	1.1	9 Hopkins Hosp
		14.53	15.30	21.11	16.3	15 Franklin Sqr.
		15.34	15.76	20.94	17.7	8 Mercy
		15.40	15.51	20.80	11.3	6 Harford Memo.
		14.82	15.26	20.79	13.4	23 A.Arundel
		15.08	15.50	20.48	10.8	30 Chester River
		14.05	15.64	20.42	35.7	11 St. Agnes
		13.68	14.65	20.26	26.5	19 Pen.Gen.
		12.89	14.31	20.22	10.6	28 St. Marys
		13.81	15.11	20.07	5.3	13 Bon Secour
		14.54	15.79	19.88	18.2	54 So. MD.
		12.76	12.91	19.85	4.0	17 Garrett
		13.60	14.59	19.68	9.9	35 Civista M. C
		14.18	14.70	19.37	17.9	44 G.B.M.C
		12.28	13.05	19.26	35.2	27 W. Maryland MC
		14.76	15.58	18.75	24.2	2 Univ. MD.
		13.01	13.71	18.29	14.4	39 Calvert Mem.
		12.76	12.98	17.72	5.5	61 Atlantic G.
		11.03	11.26	14.96	2.9	45 McCreed
PHLEBOTOMIST		14.88	15.96	21.28	492.8	



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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHYS. THERAPIST	35	45.50	48.43	56.06	10.1	51 Drs. P.G.
		42.09	47.20	55.56	2.8	39 Calvert Mem.
		36.89	43.98	53.38	14.9	11 St. Agnes
		38.32	43.90	52.52	10.2	19 Pen.Gen.
		42.12	42.69	52.35	8.7	49 Upper Chesapeak
		41.35	42.68	51.98	3.6	16 Wash.Adv.
		37.16	41.70	51.69	8.2	38 MD.General
		41.47	43.46	51.68	2.5	6 Harford Memo.
		41.46	42.17	51.55	20.0	24 Union Mem.
		40.63	41.81	51.18	34.5	2004 Good Sam.
		39.82	39.82	50.61	3.4	37 Easton
		41.67	41.67	50.60	13.0	15 Franklin Sqr.
		41.45	41.65	50.20	4.9	28 St. Marys
		40.37	41.52	50.05	7.5	5050 Shady Grove
		42.99	42.99	50.02	0.6	60 Ft. Washington
		41.85	42.03	49.78	5.4	18 Montgy. Gen.
		38.86	38.90	48.78	9.7	27 W. Maryland MC
		40.60	41.17	48.43	3.2	3 P.G.Gen.
		38.86	39.30	48.21	12.4	48 Howard
		39.36	39.85	48.05	12.7	23 A.Arundel
		39.77	40.13	47.83	7.9	22 Suburban
		36.24	37.19	47.71	7.9	7 St.Joe
		37.43	39.83	47.67	3.1	13 Bon Secour
		41.19	41.28	47.53	7.5	43 BW Medical Ctr.
		35.53	39.58	47.32	14.6	8 Mercy
		38.24	38.24	47.04	4.6	34 Harbor
		37.76	37.88	46.94	19.7	1 Washington Co.
		36.94	37.69	46.55	31.4	29 Bayview
		34.68	37.36	46.50	42.4	2001 Kernan
		36.23	36.90	45.64	33.1	12 Sinai Hosp.
		35.23	36.62	45.29	14.0	4 Holy Cross
		38.15	38.59	44.68	6.0	54 So. MD.
		35.65	35.65	44.31	1.6	10 Dochester Hosp
		36.71	36.72	44.04	15.8	40 Northwest
		34.66	36.43	43.70	9.3	44 G.B.M.C
		35.80	36.04	41.92	32.9	2 Univ. MD.
		34.97	35.33	41.68	4.2	55 Laurel Re.
		33.37	33.37	40.56	3.5	35 Civista M. C
		33.26	34.10	40.51	46.5	9 Hopkins Hosp
		31.73	31.97	37.70	1.8	45 McCread
PHYS. THERAPIST		38.41	39.70	47.95	496.0	

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PHYSI. & OCCUP. THERAPIST ASST.	65	30.24	31.40	39.49	8.6	2004 Good Sam.
		28.69	30.52	38.13	3.8	15 Franklin Sqr.
		28.85	30.49	37.96	1.1	28 St. Marys
		29.25	29.67	37.58	4.6	29 Bayview
		27.58	27.68	35.27	3.0	34 Harbor
		25.71	26.47	35.00	6.1	7 St.Joe
		27.85	28.12	34.55	3.0	40 Northwest
		25.44	26.01	33.59	3.2	24 Union Mem.
		26.85	27.27	33.44	4.4	44 G.B.M.C
		25.51	26.87	33.24	4.3	8 Mercy
		25.34	25.52	33.08	7.8	12 Sinai Hosp.
		23.35	24.19	32.85	5.9	37 Easton
		25.00	25.04	32.59	1.0	38 MD.General
		24.29	24.79	32.31	21.3	1 Washington Co.
		24.02	24.81	31.46	14.2	19 Pen.Gen.
		24.83	25.47	31.10	5.9	9 Hopkins Hosp
		24.72	24.72	30.97	1.0	6 Harford Memo.
		25.00	25.86	30.74	3.5	43 BW Medical Ctr.
		23.73	23.99	29.98	2.0	13 Bon Secour
		22.44	23.25	29.88	2.5	4 Holy Cross
		23.03	23.03	29.86	2.1	33 Carroll,
		22.90	22.90	28.92	1.8	35 Civista M. C
		23.04	23.09	28.66	2.0	22 Suburban
		21.40	22.28	28.57	4.9	23 A.Arundel
		20.09	20.17	27.39	17.4	27 W. Maryland MC
		21.00	21.00	26.41	0.9	39 Calvert Mem.
		14.49	17.58	24.13	26.3	2001 Kernan
		17.86	17.86	23.82	3.2	49 Upper Chesapeak
		17.27	17.44	22.32	2.1	18 Montgy. Gen.
		16.30	16.66	21.36	4.2	3 P.G.Gen.
		15.47	15.55	21.04	4.7	5050 Shady Grove
		14.61	14.75	20.65	4.0	48 Howard
		14.45	14.63	20.58	2.5	16 Wash.Adv.
		16.48	16.91	20.25	12.7	2 Univ. MD.
		14.55	15.07	19.76	17.0	11 St. Agnes
		11.81	12.08	16.04	4.3	55 Laurel Re.
		11.16	11.61	15.62	3.1	51 Drs. P.G.
		11.41	11.46	15.18	1.0	45 McCreed
PHYSI. & OCCUP. THERAPIST ASST.		21.74	22.27	28.52	221.5	

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PHYSICIANS ASST.	17	65.83	65.83	74.30	13.9	54 So. MD.
		44.81	58.08	68.85	1.2	5 Frederic Memo.
		50.65	59.60	68.46	3.6	55 Laurel Re.
		49.49	55.94	67.56	15.7	4 Holy Cross
		47.11	52.21	62.64	12.9	16 Wash.Adv.
		49.93	53.59	61.80	4.0	2 Univ. MD.
		45.31	50.52	60.81	2.1	48 Howard
		49.70	49.70	60.40	6.1	49 Upper Chesapeak
		49.74	49.74	58.64	1.0	22 Suburban
		43.93	48.16	57.87	35.2	15 Franklin Sqr.
		39.08	48.89	57.62	16.7	8 Mercy
		45.63	48.03	57.32	14.1	5050 Shady Grove
		44.47	47.26	57.30	37.2	2004 Good Sam.
		46.72	47.36	57.22	5.2	34 Harbor
		40.18	40.18	56.97	3.0	8992 U. MIEMSS
		25.48	45.76	56.33	4.9	38 MD.General
		46.82	48.57	56.30	45.2	9 Hopkins Hosp
		44.72	46.42	56.28	20.4	24 Union Mem.
		44.29	44.36	56.21	1.0	7 St.Joe
		45.75	46.22	56.18	5.0	33 Carroll,
		45.27	45.96	55.79	34.5	29 Bayview
		45.60	45.79	55.45	39.7	12 Sinai Hosp.
		45.68	45.68	54.40	2.4	30 Chester River
		39.41	44.27	54.32	6.7	2001 Kernan
		45.39	46.11	53.89	19.7	3 P.G.Gen.
		30.81	44.57	52.96	8.3	13 Bon Secour
		46.19	46.19	52.88	5.4	43 BW Medical Ctr.
		44.08	44.08	52.36	1.0	6 Harford Memo.
		40.57	43.20	51.28	16.3	44 G.B.M.C
		43.91	43.98	51.17	7.7	51 Drs. P.G.
		43.51	43.51	50.86	2.0	32 Cecil County
		39.36	40.74	49.62	30.7	11 St. Agnes
		35.72	35.72	41.82	1.0	45 McCread
PHYSICIANS ASST.		44.40	47.76	57.15	423.5	

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RADIOLOGIC TECHNOLOGIST (RRT REG.)	36	35.47	38.43	47.22	34.4	16 Wash.Adv.
		29.87	36.78	46.05	14.4	38 MD.General
		32.01	37.29	44.63	5.6	8994 U. UMCC
		31.75	34.69	43.20	35.2	12 Sinai Hosp.
		32.35	35.26	43.06	36.8	5050 Shady Grove
		30.08	35.62	42.62	11.7	18 Montgy. Gen.
		30.53	35.12	42.11	18.4	39 Calvert Mem.
		32.54	34.32	41.92	25.9	23 A.Arundel
		31.76	33.54	41.81	22.0	34 Harbor
		32.82	34.93	41.54	28.7	3 P.G.Gen.
		30.48	32.87	41.21	21.1	24 Union Mem.
		28.72	33.27	41.21	23.0	15 Franklin Sqr.
		28.93	32.80	40.88	23.6	4 Holy Cross
		31.94	33.62	40.55	30.6	44 G.B.M.C
		31.63	34.76	40.51	19.9	54 So. MD.
		28.03	31.90	40.32	8.1	2001 Kernan
		30.89	32.11	40.15	18.0	48 Howard
		32.23	32.97	39.99	32.3	8 Mercy
		27.15	31.50	39.81	21.3	1 Washington Co.
		30.16	31.45	39.57	26.9	29 Bayview
		31.73	32.34	39.39	11.6	6 Harford Memo.
		28.30	32.29	39.25	11.4	13 Bon Secour
		30.63	32.44	39.19	14.4	22 Suburban
		31.61	33.51	39.05	81.8	2 Univ. MD.
		30.29	33.31	38.85	27.5	43 BW Medical Ctr.
		30.25	32.33	38.41	9.9	60 Ft. Washington
		28.50	30.92	38.20	40.4	11 St. Agnes
		28.14	30.14	38.08	22.1	2004 Good Sam.
		27.47	30.36	37.82	17.7	28 St. Marys
		29.80	31.47	37.64	16.6	32 Cecil County
		29.16	30.90	37.61	12.3	40 Northwest
		28.87	31.43	37.60	95.3	9 Hopkins Hosp
		29.37	29.68	37.40	26.1	49 Upper Chesapeak
		28.13	30.98	36.90	22.8	51 Drs. P.G.
		25.39	27.35	36.44	20.4	37 Easton
		29.08	30.54	36.40	22.8	55 Laurel Re.
		27.30	27.74	35.21	10.6	33 Carroll,
		27.09	28.53	35.17	15.0	35 Civista M. C
		26.86	27.96	34.49	11.4	30 Chester River
		24.25	26.80	34.28	7.8	10 Dochester Hosp
		23.87	26.54	33.37	36.9	19 Pen.Gen.
		26.13	27.06	33.13	18.5	61 Atlantic G.
		23.74	25.56	32.58	20.0	5 Frederic Memo.
		23.27	24.62	32.47	33.3	27 W. Maryland MC
		22.68	24.05	32.14	8.6	7 St.Joe
		21.79	23.27	31.67	12.3	17 Garrett
		23.70	24.87	29.91	6.1	45 McCreed
RADIOLOGIC TECHNOLOGIST (RRT REG.)		28.87	31.28	38.53	1,091.4	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
RESPIRATORY THERAPIST(NBRT REG.)	39	38.95	39.38	48.42	12.4	33 Carroll,
		33.87	39.00	48.36	5.5	2001 Kernan
		33.37	39.03	48.06	13.6	24 Union Mem.
		32.75	38.79	47.79	18.0	4 Holy Cross
		33.01	37.45	45.88	25.2	15 Franklin Sqr.
		33.32	36.26	44.95	17.8	2004 Good Sam.
		31.73	36.14	44.71	7.2	34 Harbor
		29.63	34.97	43.98	13.6	38 MD.General
		31.45	36.22	43.29	6.6	18 Montgy. Gen.
		32.91	36.31	42.74	4.9	60 Ft. Washington
		27.70	33.64	42.20	25.2	1 Washington Co.
		31.51	34.84	41.81	10.0	39 Calvert Mem.
		29.35	32.17	41.77	20.7	7 St.Joe
		29.04	33.37	41.73	7.6	10 Dochester Hosp
		33.54	35.26	41.60	10.9	55 Laurel Re.
		29.50	33.21	41.38	17.5	16 Wash.Adv.
		29.24	31.59	41.26	16.5	37 Easton
		30.18	33.46	41.14	20.2	11 St. Agnes
		31.04	32.81	41.09	41.8	29 Bayview
		28.31	32.94	40.47	12.7	5050 Shady Grove
		31.84	33.89	40.39	39.3	3 P.G.Gen.
		30.48	34.56	40.29	15.8	54 So. MD.
		30.19	32.96	40.08	8.9	6 Harford Memo.
		31.56	34.38	40.04	70.0	2 Univ. MD.
		30.79	31.95	40.00	10.8	49 Upper Chesapeak
		30.34	32.90	39.74	22.7	44 G.B.M.C
		29.01	33.38	39.74	2.3	32 Cecil County
		29.20	32.31	39.70	25.2	23 A.Arundel
		30.51	32.43	39.50	13.6	35 Civista M. C
		28.17	31.25	39.18	17.1	48 Howard
		29.00	32.08	38.92	14.8	40 Northwest
		28.79	31.19	38.86	27.3	5 Frederic Memo.
		27.81	30.73	38.83	30.5	12 Sinai Hosp.
		27.56	31.24	38.78	12.7	28 St. Marys
		30.40	32.01	38.70	16.0	22 Suburban
		29.82	32.62	38.70	1.0	51 Drs. P.G.
		29.10	32.98	38.49	28.6	43 BW Medical Ctr.
		28.39	32.15	38.39	118.3	9 Hopkins Hosp
		31.39	31.42	38.27	7.1	8 Mercy
		28.27	30.32	37.13	5.0	30 Chester River
		26.14	29.62	36.78	34.7	19 Pen.Gen.
		25.60	27.03	35.22	22.5	27 W. Maryland MC
		26.55	28.97	35.22	15.3	61 Atlantic G.
		22.33	25.85	30.98	4.1	45 McCreed
		17.13	22.14	30.38	3.4	17 Garrett
RESPIRATORY THERAPIST(NBRT REG.)		29.79	33.05	40.55	874.5	
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RESPIRATORY THERAPY TECH. (CERT.)	38	38.58	41.52	51.20	1.7	2001 Kernan
		30.63	36.48	44.79	18.0	15 Franklin Sqr.
		28.83	37.24	43.76	1.2	60 Ft. Washington
		31.32	37.70	43.71	11.3	54 So. MD.
		30.14	35.14	43.58	12.7	4 Holy Cross
		29.73	35.98	43.08	2.8	39 Calvert Mem.
		30.16	34.08	42.50	9.7	2004 Good Sam.
		33.40	33.43	41.66	7.1	33 Carroll,
		29.31	33.64	41.25	6.2	5050 Shady Grove
		29.73	34.06	41.23	14.1	13 Bon Secour
		30.52	34.58	40.85	11.5	51 Drs. P.G.
		29.50	32.57	40.73	8.9	34 Harbor
		28.04	33.28	40.00	2.6	18 Montgy. Gen.
		28.96	31.53	39.72	5.8	24 Union Mem.
		30.11	32.47	39.53	4.7	6 Harford Memo.
		31.47	31.74	39.47	4.3	5 Frederic Memo.
		29.66	31.20	39.15	12.1	49 Upper Chesapeak
		31.48	31.48	38.78	3.5	23 A.Arundel
		26.62	30.22	38.26	14.2	12 Sinai Hosp.
		27.13	30.81	38.07	24.6	11 St. Agnes
		28.06	30.06	38.02	22.7	29 Bayview
		28.34	29.70	37.93	1.0	38 MD.General
		28.07	31.46	37.62	13.6	32 Cecil County
		26.76	29.74	37.50	18.4	16 Wash.Adv.
		27.06	30.75	37.45	10.8	40 Northwest
		24.44	28.16	37.01	12.3	7 St.Joe
		30.21	30.24	36.97	14.0	8 Mercy
		28.87	29.92	36.72	3.0	35 Civista M. C
		26.19	28.95	36.60	8.6	48 Howard
		30.21	31.14	36.50	6.5	43 BW Medical Ctr.
		25.42	28.70	35.76	13.2	19 Pen.Gen.
		23.23	27.77	35.64	4.3	1 Washington Co.
		28.00	28.00	34.53	0.1	30 Chester River
		21.08	25.76	34.52	5.8	17 Garrett
		24.29	26.40	34.50	12.5	27 W. Maryland MC
		25.73	27.98	34.16	6.3	22 Suburban
		27.26	28.30	33.16	26.1	2 Univ. MD.
		23.40	23.40	28.30	0.4	45 McCread
		18.48	18.66	23.68	7.6	9 Hopkins Hosp
		14.25	14.38	19.00	1.2	44 G.B.M.C
RESPIRATORY THERAPY TECH. (CERT.)		27.87	30.72	37.92	365.3	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SECURITY OFFICER	41	40.00	44.00	51.20	0.5	51 Drs. P.G.
		30.39	30.39	36.29	1.0	60 Ft. Washington
		27.88	27.88	35.58	0.2	29 Bayview
		27.89	27.89	35.41	0.0	48 Howard
		17.95	19.67	24.81	13.3	18 Montgy. Gen.
		15.49	17.04	24.72	9.5	37 Easton
		16.05	18.52	24.36	27.2	5050 Shady Grove
		15.93	18.08	23.91	23.0	4 Holy Cross
		16.96	18.43	23.43	15.0	22 Suburban
		15.97	17.17	23.20	29.8	15 Franklin Sqr.
		15.81	16.66	23.19	57.8	24 Union Mem.
		13.64	16.55	22.96	10.8	2001 Kernan
		13.62	16.27	22.79	21.2	1 Washington Co.
		17.00	17.54	22.78	2.4	13 Bon Secour
		16.63	16.63	22.59	13.4	33 Carroll,
		15.06	16.62	22.43	19.5	19 Pen.Gen.
		16.00	17.54	22.31	9.2	32 Cecil County
		13.95	16.10	22.23	13.2	16 Wash.Adv.
		14.56	15.94	22.18	29.4	34 Harbor
		13.40	15.72	21.91	27.1	38 MD.General
		13.35	15.85	21.90	11.2	28 St. Marys
		14.61	16.19	21.83	27.9	23 A.Arundel
		14.32	15.30	21.80	70.7	12 Sinai Hosp.
		16.15	16.31	21.55	48.8	8 Mercy
		16.65	16.65	21.49	77.7	9 Hopkins Hosp
		14.13	15.20	21.31	38.0	2004 Good Sam.
		15.11	16.71	21.14	9.3	55 Laurel Re.
		13.18	16.12	20.99	27.9	11 St. Agnes
		15.43	16.65	20.82	21.3	54 So. MD.
		13.50	14.48	20.79	14.8	7 St.Joe
		13.09	17.28	20.67	67.7	2 Univ. MD.
		13.24	14.60	20.46	7.4	10 Dochester Hosp
		12.94	14.67	20.43	16.3	5 Frederic Memo.
		14.48	14.56	20.03	15.4	49 Upper Chesapeak
		13.99	14.94	20.01	26.2	40 Northwest
		12.28	13.19	19.43	17.5	27 W. Maryland MC
		13.98	14.02	19.15	10.7	6 Harford Memo.
		13.17	15.10	19.02	25.3	43 BW Medical Ctr.
		12.33	13.40	17.95	14.0	39 Calvert Mem.
		12.28	13.36	17.86	26.8	44 G.B.M.C
		11.76	12.61	17.24	8.4	30 Chester River
		11.32	12.00	16.79	8.2	35 Civista M. C
		9.22	9.67	13.22	3.4	45 McCreed
SECURITY OFFICER		15.92	17.29	22.89	918.2	
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SOCIAL WORKER (B.S.)	26	31.20	35.24	43.81	2.1	29 Bayview
		27.94	31.93	39.27	0.5	23 A.Arundel
		31.51	31.51	38.47	0.7	30 Chester River
		26.90	28.65	36.73	8.0	38 MD.General
		24.04	29.01	36.62	2.4	49 Upper Chesapeak
		28.73	29.45	36.49	3.0	11 St. Agnes
		29.27	29.31	35.93	1.0	13 Bon Secour
		25.24	27.01	35.65	2.0	7 St.Joe
		27.99	27.99	35.30	1.0	15 Franklin Sqr.
		26.51	26.51	34.14	3.0	24 Union Mem.
		27.73	27.73	34.12	2.0	40 Northwest
		26.05	26.05	34.10	6.0	27 W. Maryland MC
		25.72	25.80	33.44	4.8	1 Washington Co.
		25.75	25.75	33.14	5.0	2004 Good Sam.
		25.19	25.44	32.66	1.0	48 Howard
		25.52	25.52	31.86	3.5	6 Harford Memo.
		25.78	25.78	31.62	1.0	18 Montgy. Gen.
		25.63	25.95	31.62	1.0	3 P.G.Gen.
		24.03	24.03	31.43	1.0	12 Sinai Hosp.
		24.45	24.45	31.07	1.4	19 Pen.Gen.
		25.36	25.36	30.72	1.8	51 Drs. P.G.
		23.28	23.43	28.10	3.1	43 BW Medical Ctr.
		22.22	22.22	27.56	1.0	9 Hopkins Hosp
		20.77	21.46	27.31	1.0	35 Civista M. C
		18.80	21.92	27.13	2.1	32 Cecil County
		22.14	22.14	26.17	3.7	2 Univ. MD.
		20.25	20.25	25.91	1.0	8 Mercy
SOCIAL WORKER (B.S.)		25.48	26.29	32.98	64.0	



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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SOCIAL WORKER (M.S.W.)	25	75.00	81.12	96.86	2.0	38 MD.General
		52.90	52.90	70.81	0.6	8992 U. MIEMSS
		27.52	48.22	57.04	5.2	13 Bon Secour
		22.39	32.81	42.56	1.2	17 Garrett
		27.18	32.39	40.51	2.1	49 Upper Chesapeak
		32.10	32.73	40.42	1.1	28 St. Marys
		31.54	32.27	39.31	2.1	6 Harford Memo.
		29.21	30.80	39.03	27.3	1 Washington Co.
		31.72	31.89	38.71	8.5	40 Northwest
		30.18	32.01	38.70	8.3	22 Suburban
		28.68	30.87	38.66	10.5	4 Holy Cross
		30.12	30.34	38.15	6.6	48 Howard
		29.39	31.61	37.58	4.7	55 Laurel Re.
		25.88	28.25	37.12	8.7	7 St.Joe
		29.52	29.63	37.11	3.1	5 Frederic Memo.
		30.61	31.53	37.01	7.4	54 So. MD.
		29.67	30.24	36.69	5.9	39 Calvert Mem.
		27.95	28.78	36.59	47.6	29 Bayview
		28.66	28.66	36.42	7.8	2004 Good Sam.
		29.40	30.01	36.35	4.1	18 Montgy. Gen.
		29.39	29.39	36.13	1.0	35 Civista M. C
		28.19	28.19	36.00	12.6	24 Union Mem.
		27.97	28.23	35.80	11.0	16 Wash.Adv.
		27.81	28.04	35.67	7.7	34 Harbor
		27.73	27.85	35.65	17.2	12 Sinai Hosp.
		28.01	28.57	35.55	8.5	23 A.Arundel
		28.07	28.11	35.07	6.3	5050 Shady Grove
		21.79	27.24	35.05	1.0	2001 Kernan
		27.57	27.57	34.83	16.8	15 Franklin Sqr.
		28.76	28.85	34.79	86.6	9 Hopkins Hosp
		27.36	28.25	34.77	9.0	8 Mercy
		25.62	25.75	34.62	4.8	37 Easton
		27.28	28.11	34.38	12.4	44 G.B.M.C
		28.62	28.62	33.75	6.9	43 BW Medical Ctr.
		26.30	26.30	33.57	13.7	33 Carroll,
		27.43	27.43	33.00	1.3	51 Drs. P.G.
		24.77	24.77	32.65	5.5	27 W. Maryland MC
		25.49	25.49	32.22	2.4	19 Pen.Gen.
		26.45	27.47	32.21	64.4	2 Univ. MD.
		25.32	25.36	31.73	8.0	11 St. Agnes
22.82	22.82	29.77	2.0	10 Dochester Hosp		
17.70	17.70	22.89	1.0	61 Atlantic G.		
SOCIAL WORKER (M.S.W.)	29.29	30.88	38.47	464.8		
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SPECIAL PROCEDURES TECHNOLOGIST	42	37.70	51.14	58.32	16.0	54 So. MD.
		40.28	48.81	57.34	3.2	18 Montgy. Gen.
		35.84	43.66	53.11	6.9	48 Howard
		35.93	41.93	51.47	6.9	1 Washington Co.
		36.83	42.68	50.70	11.7	22 Suburban
		33.54	40.45	49.51	1.4	34 Harbor
		38.13	41.50	49.31	11.8	40 Northwest
		34.65	40.74	49.20	2.5	28 St. Marys
		37.81	39.71	48.81	17.1	24 Union Mem.
		39.04	40.47	48.74	5.8	23 A.Arundel
		33.16	40.12	47.98	2.0	6 Harford Memo.
		34.43	39.01	47.61	9.2	11 St. Agnes
		32.37	38.66	47.58	7.3	12 Sinai Hosp.
		34.20	38.15	47.13	14.4	49 Upper Chesapeak
		34.01	38.53	47.08	5.5	15 Franklin Sqr.
		35.50	37.78	46.60	4.7	33 Carroll,
		38.56	38.72	46.50	3.2	35 Civista M. C
		29.98	37.13	45.88	7.8	4 Holy Cross
		34.63	39.09	45.80	6.2	51 Drs. P.G.
		35.11	39.45	45.78	15.2	2 Univ. MD.
		36.69	37.28	45.65	7.8	5 Frederic Memo.
		32.85	35.40	45.59	28.6	7 St.Joe
		34.03	38.49	45.30	48.5	9 Hopkins Hosp
		33.17	38.75	44.77	12.3	43 BW Medical Ctr.
		33.72	34.45	44.50	4.6	37 Easton
		33.88	35.57	44.17	7.4	2004 Good Sam.
		31.17	35.50	44.10	8.0	29 Bayview
		34.62	36.00	43.89	5.3	5050 Shady Grove
		32.95	35.13	42.24	5.2	44 G.B.M.C
		31.77	33.67	41.89	12.7	16 Wash.Adv.
		32.25	34.88	41.38	3.3	32 Cecil County
		28.15	31.41	40.23	9.4	27 W. Maryland MC
		32.32	33.12	40.17	1.6	13 Bon Secour
		29.42	31.97	39.36	20.7	19 Pen.Gen.
		25.44	29.32	37.50	5.3	38 MD.General
		19.40	21.37	27.08	14.7	30 Chester River
SPECIAL PROCEDURES TECHNOLOGIST		33.71	37.78	45.90	354.0	

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SPEECH LANGUAGE PATHOLOGIST/AUDIO.	67	52.17	52.17	60.02	0.1	60 Ft. Washington
		41.89	43.41	55.08	1.7	7 St.Joe
		43.96	45.88	54.30	1.5	22 Suburban
		41.60	43.33	53.02	2.4	4 Holy Cross
		45.90	45.90	53.00	0.4	45 McCread
		41.33	43.36	52.11	1.7	5050 Shady Grove
		39.70	42.60	51.91	1.9	34 Harbor
		41.91	41.91	51.27	2.2	24 Union Mem.
		40.00	40.00	49.25	0.1	10 Dochester Hosp
		38.42	38.62	48.16	2.9	38 MD.General
		39.23	40.40	47.96	1.1	18 Montgy. Gen.
		39.95	39.95	47.86	1.2	35 Civista M. C
		39.79	39.87	47.63	1.6	8 Mercy
		39.72	39.72	47.34	1.3	40 Northwest
		15.55	38.63	46.70	1.0	23 A.Arundel
		31.87	37.69	46.07	3.9	11 St. Agnes
		36.48	36.95	45.72	7.6	2004 Good Sam.
		36.50	36.69	45.45	2.7	49 Upper Chesapeak
		35.18	35.18	45.34	1.9	37 Easton
		35.86	36.50	45.20	10.3	12 Sinai Hosp.
		36.89	37.20	44.76	0.8	6 Harford Memo.
		34.78	35.62	44.41	6.8	1 Washington Co.
		31.68	35.01	43.84	10.3	2001 Kernan
		34.14	34.49	43.75	2.9	27 W. Maryland MC
		36.58	36.81	43.62	2.0	3 P.G.Gen.
		36.24	36.60	43.08	2.4	55 Laurel Re.
		36.73	36.91	42.78	2.7	43 BW Medical Ctr.
		34.33	34.54	42.20	3.7	19 Pen.Gen.
		30.97	35.04	42.03	1.6	39 Calvert Mem.
		32.39	33.50	41.46	3.7	15 Franklin Sqr.
		32.98	33.59	39.96	8.2	9 Hopkins Hosp
		30.64	31.38	39.32	4.8	48 Howard
		31.03	31.10	39.18	4.2	29 Bayview
		33.57	33.57	39.12	5.9	2 Univ. MD.
		31.41	31.62	38.31	5.4	44 G.B.M.C
		25.25	25.25	30.17	1.1	54 So. MD.
SPEECH LANGUAGE PATHOLOGIST/AUDIO.		36.29	37.81	45.87	113.8	

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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
STAFF & CLINICAL PHARMACIST	43	65.81	75.41	85.40	1.0	45 McCreed
		57.49	66.45	78.87	14.1	1 Washington Co.
		54.84	64.75	75.83	3.2	30 Chester River
		53.51	61.56	73.88	4.5	2001 Kernan
		53.78	61.10	73.50	15.8	49 Upper Chesapeak
		53.00	62.47	72.68	7.2	6 Harford Memo.
		54.00	59.64	72.25	13.6	38 MD.General
		44.00	62.23	71.87	5.9	8994 U. UMCC
		54.52	59.21	71.32	25.0	4 Holy Cross
		55.30	60.78	71.14	18.7	19 Pen.Gen.
		55.42	58.59	69.75	13.3	34 Harbor
		55.53	58.28	69.68	25.1	2004 Good Sam.
		54.33	59.06	69.33	26.1	23 A.Arundel
		54.96	57.33	68.90	21.1	11 St. Agnes
		53.50	55.71	68.70	1.8	17 Garrett
		56.20	56.72	68.10	13.8	33 Carroll,
		54.61	57.30	68.08	25.4	15 Franklin Sqr.
		51.35	53.89	67.50	22.0	7 St.Joe
		55.04	58.13	67.14	5.7	61 Atlantic G.
		56.19	56.93	66.95	7.9	28 St. Marys
		55.09	57.22	66.74	11.8	18 Montgy. Gen.
		53.71	55.52	66.39	27.2	24 Union Mem.
		53.13	53.19	65.81	14.1	37 Easton
		51.48	54.11	64.84	18.3	48 Howard
		54.27	56.95	64.64	8.3	54 So. MD.
		50.89	54.20	64.52	16.8	5 Frederic Memo.
		51.02	53.11	63.77	25.1	29 Bayview
		52.40	53.30	63.75	39.8	12 Sinai Hosp.
		51.27	54.29	63.70	19.7	44 G.B.M.C
		51.38	55.22	63.65	65.5	2 Univ. MD.
		53.65	54.25	63.55	23.9	8 Mercy
		53.59	54.32	63.46	17.7	40 Northwest
		50.69	52.87	63.38	19.6	16 Wash.Adv.
		52.15	53.53	62.96	7.0	35 Civista M. C
		49.06	51.25	62.88	19.4	27 W. Maryland MC
		49.68	53.22	62.25	10.2	39 Calvert Mem.
		52.42	53.92	62.13	127.5	9 Hopkins Hosp
		50.51	53.76	61.92	9.5	51 Drs. P.G.
		50.10	53.27	61.59	7.1	32 Cecil County
		48.59	51.71	61.43	19.3	5050 Shady Grove
		52.35	53.25	61.19	3.4	60 Ft. Washington
		48.92	51.79	60.95	14.0	22 Suburban
		49.24	52.46	60.91	13.6	3 P.G.Gen.
		49.98	52.30	60.40	6.7	55 Laurel Re.
		49.68	49.68	60.22	3.2	10 Dochester Hosp
		45.43	52.29	59.52	21.0	43 BW Medical Ctr.
STAFF & CLINICAL PHARMACIST		52.70	56.45	66.68	840.7	
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Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
STATIONARY ENGINEER LICENSED	44	34.54	34.54	41.11	1.0	3 P.G.Gen.
		30.10	33.09	39.79	5.5	18 Montgy. Gen.
		23.22	30.52	37.73	8.5	11 St. Agnes
		26.42	30.50	37.68	5.0	23 A.Arundel
		23.99	32.20	37.64	5.5	43 BW Medical Ctr.
		27.87	30.35	36.83	9.5	22 Suburban
		27.97	28.57	36.35	4.6	29 Bayview
		26.10	28.26	35.82	6.4	48 Howard
		25.04	28.49	35.52	5.4	19 Pen.Gen.
		24.95	27.37	35.20	4.6	2001 Kernan
		26.51	28.95	34.64	5.0	55 Laurel Re.
		25.70	28.08	34.28	2.2	39 Calvert Mem.
		27.20	29.01	34.26	6.4	54 So. MD.
		24.13	26.50	34.26	4.5	38 MD.General
		25.09	26.78	34.18	4.6	16 Wash.Adv.
		24.42	27.96	33.78	8.2	32 Cecil County
		23.92	26.57	33.71	6.0	5 Frederic Memo.
		25.97	27.35	33.71	7.3	40 Northwest
		24.01	25.12	33.41	5.0	7 St.Joe
		22.59	24.27	32.93	3.0	37 Easton
		21.76	24.92	32.45	6.0	1 Washington Co.
		24.94	25.28	32.34	7.2	49 Upper Chesapeak
		25.02	26.69	32.18	6.5	51 Drs. P.G.
		24.53	24.55	31.59	18.1	33 Carroll,
		23.53	25.60	31.56	9.1	44 G.B.M.C
		22.37	24.12	31.25	4.0	10 Dochester Hosp
		22.64	23.81	29.97	7.4	6 Harford Memo.
		19.91	22.13	29.63	8.7	27 W. Maryland MC
		22.44	23.17	29.22	6.8	35 Civista M. C
		20.58	23.09	28.98	6.8	13 Bon Secour
		18.64	20.90	24.78	6.7	2 Univ. MD.
STATIONARY ENGINEER LICENSED		24.71	27.06	33.77	195.5	
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Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SURGICAL TECH.	46	20.79	25.75	41.28	15.4	8992 U. MIEMSS
		30.77	33.98	40.19	25.1	51 Drs. P.G.
		30.15	33.39	39.83	16.9	3 P.G.Gen.
		19.07	31.96	38.01	8.0	60 Ft. Washington
		26.02	28.46	35.88	38.5	4 Holy Cross
		26.76	28.42	35.41	34.2	5050 Shady Grove
		20.55	27.06	34.91	11.6	38 MD.General
		24.88	28.89	34.58	6.6	55 Laurel Re.
		23.80	25.69	32.93	24.3	48 Howard
		22.47	25.33	32.87	32.9	12 Sinai Hosp.
		22.12	24.45	32.61	22.7	7 St.Joe
		23.10	25.10	32.57	27.5	24 Union Mem.
		23.54	24.98	32.16	16.8	16 Wash.Adv.
		24.08	25.12	31.73	39.9	23 A.Arundel
		20.95	23.90	31.31	19.3	1 Washington Co.
		22.65	23.72	30.93	13.8	29 Bayview
		22.61	24.78	30.57	27.3	22 Suburban
		22.15	23.33	30.44	21.9	2004 Good Sam.
		23.51	24.31	30.40	47.9	8 Mercy
		24.24	24.76	30.33	74.5	9 Hopkins Hosp
		21.72	23.43	30.21	39.9	15 Franklin Sqr.
		21.23	23.41	30.18	30.7	5 Frederic Memo.
		22.04	23.93	29.93	14.6	40 Northwest
		21.55	24.33	29.79	10.7	32 Cecil County
		20.83	24.01	29.65	6.1	18 Montgy. Gen.
		22.01	22.69	29.37	22.0	49 Upper Chesapeak
		19.35	21.10	29.33	18.7	37 Easton
		19.52	22.63	29.06	36.3	19 Pen.Gen.
		20.79	22.88	28.84	51.2	11 St. Agnes
		19.91	21.65	28.73	5.7	2001 Kernan
		20.03	21.66	28.56	29.7	34 Harbor
		19.99	21.92	28.56	5.3	28 St. Marys
		20.99	23.71	28.50	8.9	54 So. MD.
		21.30	23.69	28.38	14.5	43 BW Medical Ctr.
		20.99	21.96	27.49	50.0	44 G.B.M.C
		17.21	21.67	27.40	4.8	13 Bon Secour
		19.67	21.75	27.24	14.0	39 Calvert Mem.
		19.40	21.18	27.06	3.6	6 Harford Memo.
		20.03	20.31	26.76	15.3	33 Carroll,
		17.70	19.36	26.47	24.4	27 W. Maryland MC
		17.94	20.09	25.50	9.5	61 Atlantic G.
		18.51	21.50	25.45	61.9	2 Univ. MD.
		17.50	19.55	25.19	8.9	35 Civista M. C
		12.57	16.86	24.36	3.8	17 Garrett
		14.94	17.74	24.02	3.4	10 Dochester Hosp
SURGICAL TECH.		21.38	23.92	30.55	1,018.8	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
TELEPHONE OPERATOR	48	14.87	16.55	22.92	9.4	29 Bayview
		13.68	16.20	22.71	6.2	1 Washington Co.
		15.77	17.05	22.34	10.6	40 Northwest
		14.85	16.37	21.94	10.6	4 Holy Cross
		15.35	16.74	21.53	7.6	22 Suburban
		15.71	17.09	21.30	7.8	54 So. MD.
		14.86	16.37	21.12	8.6	18 Montgy. Gen.
		13.41	14.64	21.07	13.8	12 Sinai Hosp.
		13.89	15.96	21.02	6.1	13 Bon Secour
		13.89	15.35	20.93	4.8	49 Upper Chesapeak
		15.13	15.13	20.89	5.3	33 Carroll,
		13.71	14.77	20.68	6.7	48 Howard
		13.49	14.53	20.61	9.6	34 Harbor
		14.02	14.79	20.19	10.0	5050 Shady Grove
		12.99	14.13	20.02	9.2	16 Wash.Adv.
		14.16	15.69	20.02	5.8	55 Laurel Re.
		14.08	14.54	20.00	14.1	23 A.Arundel
		12.00	14.02	19.96	10.5	38 MD.General
		11.52	12.65	19.73	6.9	37 Easton
		12.45	13.51	19.69	12.4	24 Union Mem.
		12.59	13.70	19.55	5.1	28 St. Marys
		12.62	13.86	19.53	10.0	5 Frederic Memo.
		13.74	14.12	19.26	7.1	6 Harford Memo.
		14.07	14.62	18.93	9.7	51 Drs. P.G.
		12.84	13.96	18.38	10.3	3 P.G.Gen.
		11.52	12.65	18.24	2.3	10 Dochester Hosp
		11.49	12.45	18.22	8.5	2004 Good Sam.
		11.44	12.13	18.21	14.6	27 W. Maryland MC
		12.77	13.49	18.01	6.3	44 G.B.M.C
		11.81	12.59	17.98	13.3	19 Pen.Gen.
		12.60	14.15	17.98	15.5	43 BW Medical Ctr.
		12.90	12.91	17.78	13.4	8 Mercy
		11.19	11.89	17.72	3.6	7 St.Joe
		12.48	13.17	17.51	7.7	32 Cecil County
		11.87	12.76	17.24	6.7	39 Calvert Mem.
		11.24	11.72	16.48	9.6	35 Civista M. C
		11.24	11.83	16.36	2.7	30 Chester River
		11.54	11.54	15.77	1.0	60 Ft. Washington
		10.75	11.41	15.51	8.5	11 St. Agnes
		9.75	10.45	14.07	2.3	45 McCread
TELEPHONE OPERATOR		13.01	14.04	19.28	334.3	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
TOTAL	77	31.12	33.49	49.70	496.2	8992 U. MIEMSS
		27.86	29.95	39.12	1,529.3	7 St.Joe
		28.60	30.79	38.67	1,346.7	16 Wash.Adv.
		25.72	30.33	38.54	559.1	2001 Kernan
		29.16	30.40	38.23	1,390.5	49 Upper Chesapeak
		28.22	29.77	37.77	1,921.4	24 Union Mem.
		28.15	30.89	37.65	202.4	8994 U. UMCC
		28.01	30.23	37.39	2,144.9	23 A.Arundel
		28.78	30.83	37.38	1,260.9	22 Suburban
		27.19	28.85	36.76	3,045.9	12 Sinai Hosp.
		23.61	28.67	36.75	1,055.4	38 MD.General
		26.50	29.20	36.73	2,294.5	4 Holy Cross
		27.39	29.52	36.65	1,763.3	5050 Shady Grove
		27.15	28.91	36.64	1,128.4	34 Harbor
		28.21	28.80	36.41	1,198.7	33 Carroll,
		23.89	30.34	36.24	267.1	60 Ft. Washington
		27.68	29.91	36.24	818.1	18 Montgy. Gen.
		27.18	28.36	36.12	2,899.4	29 Bayview
		26.17	28.46	36.05	1,437.2	48 Howard
		26.27	28.15	35.85	1,846.1	2004 Good Sam.
		26.44	28.43	35.80	2,468.6	15 Franklin Sqr.
		26.28	29.79	35.59	1,186.3	51 Drs. P.G.
		22.83	29.00	35.58	581.8	13 Bon Secour
		28.12	30.30	35.42	4,938.6	2 Univ. MD.
		27.00	28.47	34.94	1,281.4	40 Northwest
		26.65	28.85	34.83	1,501.3	3 P.G.Gen.
		23.94	26.90	34.67	1,797.1	1 Washington Co.
		27.99	28.67	34.59	9,023.0	9 Hopkins Hosp
		25.19	27.69	34.44	2,096.5	11 St. Agnes
		25.87	28.58	34.23	578.0	55 Laurel Re.
		26.04	27.85	34.08	2,222.9	44 G.B.M.C
		24.93	26.95	34.08	750.1	28 St. Marys
		25.22	26.90	34.07	1,701.6	5 Frederic Memo.
		24.01	25.18	33.97	995.9	37 Easton
		26.22	27.21	33.72	622.4	6 Harford Memo.
		24.84	27.09	33.19	738.6	39 Calvert Mem.
		24.89	26.75	33.11	2,153.9	8 Mercy
		24.65	27.76	32.91	1,312.3	54 So. MD.
		23.88	25.95	32.73	2,144.4	19 Pen.Gen.
		24.48	26.10	32.39	360.4	30 Chester River
		24.61	26.23	31.87	761.8	32 Cecil County
		23.21	24.61	31.80	322.1	10 Dochester Hosp
		23.77	25.37	31.66	626.6	35 Civista M. C
		23.16	25.80	30.68	2,047.2	43 BW Medical Ctr.
		21.33	22.33	29.85	1,752.3	27 W. Maryland MC
		21.88	23.33	29.05	506.1	61 Atlantic G.
		18.94	20.63	28.66	287.3	17 Garrett
		19.12	20.47	25.07	140.3	45 McCread
TOTAL		25.67	27.90	34.96	73,504.0	



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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
ULTRASOUND TECHNOLOGIST	49	41.33	54.03	61.47	6.5	54 So. MD.
		38.28	49.39	57.99	5.5	18 Montgy. Gen.
		40.46	45.34	54.32	9.1	5050 Shady Grove
		40.46	45.09	53.85	6.9	23 A.Arundel
		38.86	45.24	52.46	3.1	60 Ft. Washington
		36.96	42.80	51.31	14.8	19 Pen.Gen.
		39.40	42.95	51.01	5.8	22 Suburban
		33.59	42.77	49.89	1.6	55 Laurel Re.
		30.60	39.45	49.11	4.4	38 MD.General
		34.49	39.43	48.49	7.3	29 Bayview
		33.62	39.29	47.22	3.0	30 Chester River
		34.67	40.38	46.56	8.5	43 BW Medical Ctr.
		32.03	38.97	46.40	3.6	39 Calvert Mem.
		34.83	37.74	46.21	13.2	15 Franklin Sqr.
		33.89	37.41	46.20	11.0	4 Holy Cross
		31.49	37.12	46.09	8.7	1 Washington Co.
		29.99	35.76	46.00	5.8	37 Easton
		33.79	37.47	45.86	21.6	5 Frederic Memo.
		33.41	37.25	45.56	24.3	11 St. Agnes
		32.92	36.73	45.45	15.9	12 Sinai Hosp.
		34.19	36.81	45.40	5.5	16 Wash.Adv.
		32.29	34.89	44.98	7.7	7 St.Joe
		31.24	37.34	44.89	1.4	13 Bon Secour
		34.15	37.12	44.47	16.4	44 G.B.M.C
		33.10	35.76	44.39	11.8	2004 Good Sam.
		34.87	35.54	43.99	12.5	48 Howard
		29.32	35.29	43.91	5.5	10 Dochester Hosp
		32.88	35.28	43.75	11.9	34 Harbor
		33.59	36.13	43.39	7.7	40 Northwest
		32.78	35.42	43.37	6.0	28 St. Marys
		30.94	33.58	42.00	11.9	24 Union Mem.
		32.49	33.54	41.84	16.5	49 Upper Chesapeak
		32.22	35.16	41.48	15.3	51 Drs. P.G.
		31.94	34.82	41.42	8.3	3 P.G.Gen.
		33.12	34.12	41.27	11.4	8 Mercy
		25.39	33.74	39.65	1.0	45 McCread
		29.71	33.25	39.59	7.3	32 Cecil County
		31.03	31.95	38.18	46.6	9 Hopkins Hosp
		24.89	28.92	38.12	2.0	17 Garrett
		30.55	32.00	37.34	38.2	2 Univ. MD.
		29.31	30.31	37.15	7.7	35 Civista M. C
		27.36	30.02	36.37	8.7	61 Atlantic G.
		27.95	29.50	36.25	8.5	6 Harford Memo.
		28.03	28.39	35.94	4.9	33 Carroll,
		25.70	26.92	35.11	12.6	27 W. Maryland MC
ULTRASOUND TECHNOLOGIST		32.76	36.90	44.79	468.1	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
UNIT CLERK/SECRETARY	50	13.26	15.12	29.71	24.3	8992 U. MIEMSS
		14.25	17.27	23.90	65.7	1 Washington Co.
		16.27	17.73	23.25	11.8	6 Harford Memo.
		15.60	16.93	23.16	36.2	16 Wash.Adv.
		16.32	17.16	22.90	45.5	23 A.Arundel
		15.66	17.59	22.48	23.5	18 Montgy. Gen.
		11.84	17.44	22.19	7.5	60 Ft. Washington
		14.73	16.09	22.16	18.1	28 St. Marys
		14.84	16.52	22.13	85.4	5050 Shady Grove
		14.91	16.02	22.06	9.6	10 Dochester Hosp
		16.02	17.28	22.05	80.7	3 P.G.Gen.
		13.56	14.66	22.01	35.8	37 Easton
		14.70	15.94	21.99	55.7	48 Howard
		13.67	15.56	21.84	19.3	2001 Kernan
		14.46	15.90	21.80	57.2	5 Frederic Memo.
		14.14	15.32	21.70	62.5	24 Union Mem.
		16.16	16.40	21.65	151.0	8 Mercy
		15.78	17.06	21.60	42.5	51 Drs. P.G.
		15.97	17.11	21.58	31.0	55 Laurel Re.
		14.60	15.97	21.49	66.0	4 Holy Cross
		13.92	15.52	21.36	78.5	15 Franklin Sqr.
		13.93	14.84	21.29	83.9	12 Sinai Hosp.
		15.73	16.49	21.25	22.8	22 Suburban
		15.24	15.44	21.24	33.2	33 Carroll,
		13.96	14.97	21.10	40.7	34 Harbor
		13.76	14.90	20.97	48.1	2004 Good Sam.
		11.91	15.43	20.76	4.8	8994 U. UMCC
		13.76	14.39	20.69	35.5	7 St.Joe
		14.29	15.03	20.56	39.1	49 Upper Chesapeak
		14.02	14.30	20.41	61.0	29 Bayview
		10.82	14.28	20.26	32.9	38 MD.General
		14.60	15.13	20.22	40.3	40 Northwest
		12.78	13.16	20.13	10.2	17 Garrett
		12.68	14.16	19.72	84.8	19 Pen.Gen.
		13.93	15.15	19.69	23.3	32 Cecil County
		13.96	14.89	19.62	16.5	39 Calvert Mem.
		14.75	16.24	19.50	98.3	2 Univ. MD.
		12.31	13.09	19.30	45.3	27 W. Maryland MC
		14.09	14.99	19.02	62.2	54 So. MD.
		12.72	14.09	18.93	13.7	61 Atlantic G.
		13.07	14.99	18.91	64.0	43 BW Medical Ctr.
		10.86	14.01	18.84	16.5	13 Bon Secour
		12.48	13.96	18.47	79.8	11 St. Agnes
		12.91	13.43	17.94	69.2	44 G.B.M.C
		12.93	13.31	17.85	153.7	9 Hopkins Hosp
		11.48	11.75	16.51	16.0	35 Civista M. C
		10.27	10.27	13.88	1.0	45 McCread
UNIT CLERK/SECRETARY		13.91	15.26	20.85	2,204.3	

Health Services Cost Review Commission  
 Year 2010 Hospital Wage & Salary Survey Report 2  
 Two Week Pay Period(Included March 1st. 2010)  
 Listed by Jobtitle, pay rate (Run date: 17AUG10)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
UTILIZ.REVIEW/QUAL.ASSUR.SPEC./CASE	66	37.76	37.89	54.49	6.5	8992 U. MIEMSS
		41.44	41.51	50.81	31.5	29 Bayview
		36.92	40.72	49.01	22.4	23 A.Arundel
		35.48	38.59	48.13	15.1	38 MD.General
		37.13	37.36	47.91	12.0	7 St.Joe
		39.27	39.45	47.07	21.6	22 Suburban
		38.02	38.03	46.93	26.6	2004 Good Sam.
		39.81	39.96	46.91	76.6	9 Hopkins Hosp
		37.31	37.31	46.15	27.6	24 Union Mem.
		38.20	39.71	46.07	28.3	2 Univ. MD.
		37.32	37.32	46.02	21.5	34 Harbor
		37.61	38.24	45.72	22.9	44 G.B.M.C
		37.82	37.82	45.08	5.2	18 Montgy. Gen.
		34.74	36.21	44.82	28.9	4 Holy Cross
		35.24	35.90	44.55	18.0	49 Upper Chesapeak
		37.73	37.91	44.51	8.9	51 Drs. P.G.
		37.75	37.75	44.35	1.0	55 Laurel Re.
		33.43	36.75	44.23	12.5	13 Bon Secour
		36.05	36.05	43.86	26.8	19 Pen.Gen.
		33.39	34.81	43.62	8.4	2001 Kernan
		35.35	35.35	43.53	30.5	15 Franklin Sqr.
		35.34	35.61	43.46	26.2	5050 Shady Grove
		34.89	34.89	43.43	20.5	12 Sinai Hosp.
		34.26	34.72	43.07	24.1	16 Wash.Adv.
		35.50	36.51	42.96	3.8	60 Ft. Washington
		34.10	34.44	42.76	10.7	48 Howard
		35.48	35.48	42.67	13.1	40 Northwest
		33.93	34.09	42.41	19.2	33 Carroll,
		35.31	35.37	42.23	4.0	61 Atlantic G.
		34.68	34.68	42.04	5.0	30 Chester River
		35.16	35.37	42.03	2.0	3 P.G.Gen.
		34.70	34.88	41.85	7.1	39 Calvert Mem.
		33.71	34.00	41.22	12.5	6 Harford Memo.
		32.91	34.67	41.15	8.1	32 Cecil County
		34.35	35.28	41.08	24.5	54 So. MD.
		34.08	34.96	40.66	25.3	43 BW Medical Ctr.
		32.05	32.94	40.65	8.7	28 St. Marys
		33.24	33.43	40.50	22.7	8 Mercy
		31.93	32.03	39.79	31.1	5 Frederic Memo.
		30.11	30.33	39.00	14.2	27 W. Maryland MC
		31.88	31.88	38.89	9.4	35 Civista M. C
		30.52	30.52	38.50	8.6	10 Dochester Hosp
		28.88	28.88	38.18	23.2	37 Easton
		29.29	29.63	36.70	30.0	11 St. Agnes
		26.01	26.01	34.81	1.4	17 Garrett
		25.72	26.15	33.83	25.1	1 Washington Co.
		25.92	25.92	31.06	1.0	45 McCreed
UTILIZ.REVIEW/QUAL.ASSUR.SPEC./CASE		34.50	35.05	42.95	834.3	
=====		=====	=====	=====	=====	

