

Health Services Cost Review Commission  
Year 2010 Hospital Wage & Salary Survey Report 2  
Two Week Pay Period(Included March 1st. 2011)  
Listed by Jobtitle, pay rate (Run date: 23SEP11)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
ACCOUNTANT/FINANCIAL ANALYST	53	35.48	37.23	46.55	7.1	22 Suburban
		36.03	36.03	44.46	4.0	43 BW Medical Ctr.
		34.19	34.19	41.57	13.2	12 Sinai Hosp.
		34.29	35.58	41.50	15.0	23 A.Arundel
		34.14	34.14	41.41	10.0	44 G.B.M.C
		30.96	35.12	41.29	3.0	32 Cecil County
		32.92	33.10	41.19	6.5	48 Howard
		33.65	33.65	40.59	9.3	8 Mercy
		31.29	31.38	40.45	4.5	7 St.Jose
		33.09	33.46	40.19	7.9	40 Northwest
		31.31	31.52	39.38	28.2	16 Wash.Adv.
		31.57	31.57	39.19	6.0	11 St. Agnes
		31.48	31.48	39.12	7.6	34 Harbor
		29.92	29.92	39.05	4.4	18 Montgy. Gen.
		31.24	31.64	39.00	9.1	4 Holy Cross
		32.34	32.34	38.97	6.3	6 Harford Memo.
		30.20	30.20	37.65	0.7	49 Upper Chesapeak
		29.85	29.85	37.59	3.0	33 Carroll,
		29.97	29.97	37.48	10.4	2004 Good Sam.
		30.09	30.09	37.28	12.0	15 Franklin Sqr.
		30.00	30.06	37.25	23.3	5050 Shady Grove
		28.75	28.75	36.95	5.5	1 Meritus M.C.
		29.19	29.19	36.87	10.6	24 Union Mem.
		28.26	28.56	36.82	10.2	29 Bayview
		30.00	30.00	36.53	5.0	35 Civista M. C
		26.77	30.29	36.49	1.8	13 Bon Secour
		28.56	29.32	36.37	5.3	28 St. Marys
		28.70	28.70	35.96	7.0	5 Frederic Memo.
		25.36	25.36	35.88	5.5	27 W.Maryland MC
		29.36	29.39	35.49	8.8	3 P.G.Gen.
		29.68	29.68	35.33	1.0	60 Ft. Washington
		29.06	29.06	35.30	37.0	9 Hopkins Hosp
		26.87	27.03	35.17	86.2	2 Univ. MD.
		27.08	27.08	35.02	2.0	2001 Kernan
		28.36	28.38	34.43	2.9	55 Laurel Re.
		27.76	27.80	33.92	4.2	61 Atlantic G.
		26.11	26.11	33.16	12.2	19 Pen.Gen.
		26.84	26.84	33.01	5.0	39 Calvert Mem.
		25.69	25.69	31.72	2.0	51 Drs. P.G.
		20.96	23.00	30.08	1.1	17 Garrett
ACCOUNTANT/FINANCIAL ANALYST		29.93	30.32	37.64	404.9	
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ACCOUNTING/ACT.PYBLE/PAYROLL CLERK	54	24.20	27.46	33.34	5.3	13 Bon Secour
		23.25	23.42	31.41	3.4	18 Montgy. Gen.
		24.39	24.45	31.03	3.0	28 St. Marys
		23.38	24.40	30.80	5.0	4 Holy Cross
		22.65	22.65	29.84	5.8	22 Suburban
		22.92	23.03	29.45	7.4	5050 Shady Grove
		22.45	22.57	29.44	5.9	16 Wash.Adv.
		23.63	23.63	29.43	2.0	39 Calvert Mem.
		22.44	22.49	29.16	5.7	19 Pen.Gen.
		19.31	23.52	28.87	3.0	32 Cecil County
		21.20	21.26	28.58	1.8	7 St.Jose
		21.59	22.45	28.13	5.9	40 Northwest
		21.98	21.98	27.62	4.0	51 Drs. P.G.
		20.69	20.69	27.33	7.1	33 Carroll,
		21.29	21.39	27.09	6.7	8 Mercy
		21.23	22.08	26.95	8.1	23 A.Arundel
		17.68	19.21	26.39	43.9	2 Univ. MD.
		19.37	19.37	26.29	1.0	43 BW Medical Ctr.
		18.46	19.45	26.03	2.3	17 Garrett
		20.35	20.77	25.96	5.1	3 P.G.Gen.
		20.25	20.67	25.90	2.1	55 Laurel Re.
		21.00	21.20	25.79	2.0	45 McCreed
		20.63	20.80	25.48	5.1	54 So. MD.
		19.00	19.43	25.39	9.9	12 Sinai Hosp.
		17.45	19.71	25.35	8.5	11 St. Agnes
		18.07	18.07	25.06	8.3	1 Meritus M.C.
		16.69	16.69	24.98	2.0	27 W.Maryland MC
		18.59	18.59	24.94	0.8	48 Howard
		19.52	19.54	24.88	3.0	35 Civista M. C
		16.97	19.88	24.78	3.0	60 Ft. Washington
		16.79	17.72	24.70	10.1	29 Bayview
		17.73	18.06	24.67	10.4	24 Union Mem.
		17.73	18.06	24.40	7.0	34 Harbor
		17.73	18.06	24.32	10.7	2004 Good Sam.
		18.08	18.08	24.09	3.9	5 Frederic Memo.
		17.73	18.06	24.06	12.6	15 Franklin Sqr.
		18.42	18.46	23.90	4.9	44 G.B.M.C
		18.58	18.58	23.85	11.6	9 Hopkins Hosp
		17.80	17.80	22.98	3.8	6 Harford Memo.
		16.97	17.23	22.51	4.1	61 Atlantic G.
		17.59	17.59	22.18	2.0	8992 U. MIEMSS
		15.61	15.61	21.02	0.7	49 Upper Chesapeak
ACCOUNTING/ACT.PYBLE/PAYROLL CLERK		19.79	20.34	26.39	258.9	
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ADMINISTRATIVE ASST.	40	22.68	22.77	29.98	26.6	22 Suburban
		22.00	24.68	29.82	1.1	8992 U. MIEMSS
		20.85	21.27	27.50	45.4	5050 Shady Grove
		19.63	19.86	27.22	24.6	18 Montgy. Gen.
		20.00	20.26	26.86	30.7	16 Wash.Adv.
		18.40	21.58	26.81	10.3	13 Bon Secour
		20.51	20.69	26.32	30.6	8 Mercy
		19.52	21.14	25.94	16.2	23 A.Arundel
		17.95	18.76	25.88	116.6	2 Univ. MD.
		19.03	19.14	25.57	21.4	48 Howard
		19.89	20.06	25.16	12.9	32 Cecil County
		18.13	18.41	25.06	75.5	24 Union Mem.
		19.01	19.13	25.06	64.0	12 Sinai Hosp.
		18.62	19.58	24.99	14.5	40 Northwest
		18.43	18.60	24.99	31.4	34 Harbor
		18.32	18.41	24.78	18.5	33 Carroll,
		18.54	18.79	24.65	45.0	49 Upper Chesapeak
		19.12	19.43	24.47	6.3	3 P.G.Gen.
		18.41	18.80	24.46	20.1	4 Holy Cross
		18.92	18.92	24.22	121.1	9 Hopkins Hosp
		16.61	16.92	24.21	26.9	37 Easton
		17.84	17.92	24.17	60.2	2004 Good Sam.
		18.01	18.15	24.16	64.5	15 Franklin Sqr.
		17.01	17.44	24.09	21.9	7 St.Jose
		18.65	18.73	24.01	12.8	6 Harford Memo.
		18.07	18.56	24.01	50.0	44 G.B.M.C
		15.66	15.98	23.88	31.4	38 MD.General
		16.94	17.12	23.84	48.5	43 BW Medical Ctr.
		16.62	16.94	23.83	81.9	29 Bayview
		17.48	17.63	23.57	17.5	28 St. Marys
		16.04	16.55	23.38	52.9	1 Meritus M.C.
		17.11	17.28	23.19	39.7	5 Frederic Memo.
		18.20	18.39	23.18	4.7	60 Ft. Washington
		17.32	17.82	23.13	51.9	11 St. Agnes
		17.37	17.40	22.47	13.2	39 Calvert Mem.
		15.45	15.96	22.32	10.2	2001 Kernan
		17.04	17.20	22.26	14.8	35 Civista M. C
		14.17	14.20	21.85	53.9	27 W.Maryland MC
		17.00	17.00	21.84	1.0	55 Laurel Re.
		15.56	15.66	21.50	4.7	10 Dochester Hosp
		16.64	16.66	20.97	20.1	54 So. MD.
		14.42	14.62	20.48	46.1	19 Pen.Gen.
		13.49	13.53	18.52	13.1	61 Atlantic G.
		17.90	18.07	18.37	6.9	8994 U. UMCC
		11.45	11.45	16.91	2.5	17 Garrett
		9.33	9.56	13.90	41.0	51 Drs. P.G.
ADMINISTRATIVE ASST.		17.59	17.98	23.78	1,524.9	
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BILLING CLERK	2	25.28	25.92	33.16	3.9	16 Wash.Adv.
		25.28	25.92	32.66	4.2	5050 Shady Grove
		19.61	26.68	32.11	1.2	60 Ft. Washington
		18.90	25.08	31.59	82.4	12 Sinai Hosp.
		15.81	21.47	27.40	11.6	11 St. Agnes
		19.52	19.64	26.96	8.3	18 Montgy. Gen.
		19.25	19.37	26.08	18.3	22 Suburban
		18.00	20.32	25.06	49.5	23 A.Arundel
		17.06	17.67	24.65	26.6	2 Univ. MD.
		17.20	17.45	24.38	20.8	1 Meritus M.C.
		17.68	18.66	24.31	16.0	4 Holy Cross
		17.59	18.81	24.14	19.4	40 Northwest
		17.72	17.72	24.01	24.4	33 Carroll,
		18.13	18.55	23.77	11.5	35 Civista M. C
		17.77	17.81	23.76	18.0	28 St. Marys
		17.78	17.78	23.14	35.0	44 G.B.M.C
		18.15	18.17	23.14	18.6	32 Cecil County
		16.28	16.37	22.83	2.9	7 St.Jose
		16.46	16.68	22.81	3.8	48 Howard
		17.56	17.62	22.80	11.1	51 Drs. P.G.
		17.06	17.12	22.74	10.3	49 Upper Chesapeak
		16.14	16.64	22.50	52.9	15 Franklin Sqr.
		15.75	16.05	22.47	35.3	24 Union Mem.
		17.48	17.49	22.39	2.9	55 Laurel Re.
		16.88	16.94	22.19	97.7	8 Mercy
		17.34	17.34	22.17	4.8	3 P.G.Gen.
		14.46	14.46	22.12	6.0	38 MD.General
		15.32	15.32	22.01	7.2	29 Bayview
		15.93	16.23	22.01	28.9	5 Frederic Memo.
		15.48	15.81	21.93	22.6	34 Harbor
		16.62	16.66	21.75	33.3	9 Hopkins Hosp
		14.93	15.20	21.74	15.3	43 BW Medical Ctr.
		16.08	16.95	21.66	8.5	13 Bon Secour
		14.52	14.60	21.58	12.0	37 Easton
		13.95	13.95	21.54	46.2	27 W.Maryland MC
		14.91	15.33	21.31	48.6	2004 Good Sam.
		14.44	15.05	21.27	3.1	2001 Kernan
		14.94	14.99	20.89	40.8	19 Pen.Gen.
		14.22	14.27	19.93	3.6	10 Dochester Hosp
		15.32	15.54	19.75	12.4	54 So. MD.
		13.66	13.77	19.56	3.9	17 Garrett
		14.19	14.27	18.98	7.1	39 Calvert Mem.
		13.63	13.88	18.90	9.3	61 Atlantic G.
		13.30	13.67	18.74	11.0	30 Chester River
		13.06	13.07	17.01	5.9	45 McCreed
BILLING CLERK		16.68	17.38	23.24	916.9	
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C.T. TECHNOLOGIST	57	38.93	44.12	55.74	4.0	18 Montgy. Gen.
		36.58	40.88	50.73	12.9	22 Suburban
		38.49	41.62	50.08	10.4	5050 Shady Grove
		35.92	40.43	49.18	6.8	24 Union Mem.
		36.99	40.11	49.16	8.9	11 St. Agnes
		34.84	39.41	48.14	6.9	16 Wash.Adv.
		33.06	36.74	47.82	2.5	38 MD.General
		35.12	39.10	47.56	8.0	2004 Good Sam.
		36.64	40.82	47.14	9.0	23 A.Arundel
		38.15	39.48	47.12	2.2	39 Calvert Mem.
		35.40	40.55	46.97	9.0	54 So. MD.
		37.01	39.02	46.30	6.2	6 Harford Memo.
		31.37	36.93	46.05	11.4	1 Meritus M.C.
		37.34	37.34	45.96	6.4	33 Carroll,
		34.86	37.51	45.16	7.6	44 G.B.M.C
		32.16	37.19	45.10	10.1	15 Franklin Sqr.
		31.90	35.67	44.76	10.5	29 Bayview
		34.76	37.54	44.65	6.2	40 Northwest
		31.53	36.51	44.64	5.3	34 Harbor
		34.30	36.93	44.57	10.9	12 Sinai Hosp.
		35.90	38.13	44.51	8.7	32 Cecil County
		31.40	35.72	44.11	9.8	43 BW Medical Ctr.
		35.63	37.80	44.07	3.9	60 Ft. Washington
		28.68	31.87	44.06	3.0	27 W.Maryland MC
		33.33	36.98	43.95	31.2	9 Hopkins Hosp
		30.62	34.30	43.32	27.4	2 Univ. MD.
		31.13	35.44	43.31	12.8	4 Holy Cross
		34.39	34.99	43.11	11.2	49 Upper Chesapeak
		31.81	35.01	43.03	12.9	5 Frederic Memo.
		34.95	35.40	42.52	8.1	8 Mercy
		32.33	34.09	42.30	12.8	48 Howard
		31.95	34.74	41.72	5.4	51 Drs. P.G.
		30.20	33.40	41.19	16.3	19 Pen.Gen.
		28.19	31.37	39.91	6.3	2001 Kernan
		30.07	33.14	39.73	2.0	30 Chester River
		28.56	30.19	36.75	4.8	35 Civista M. C
		27.26	28.88	35.09	7.4	61 Atlantic G.
		26.14	29.19	34.43	2.4	45 McCread
		24.04	24.04	31.27	0.9	17 Garrett
C.T. TECHNOLOGIST		33.13	36.22	44.24	342.4	
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CASHIER - BUSINESS OFFICE	3	20.31	23.66	31.00	4.1	22 Suburban
		16.82	24.32	30.76	6.7	12 Sinai Hosp.
		17.77	17.87	25.29	0.6	37 Easton
		18.42	18.42	24.23	0.9	49 Upper Chesapeak
		17.16	17.16	24.05	2.0	18 Montgy. Gen.
		17.78	17.88	24.00	0.2	10 Dochester Hosp
		17.72	18.21	23.80	16.0	4 Holy Cross
		16.65	16.65	23.51	0.9	29 Bayview
		18.36	18.36	23.35	1.0	32 Cecil County
		17.63	17.67	22.86	3.0	51 Drs. P.G.
		16.66	16.66	22.78	0.2	48 Howard
		16.22	16.49	22.68	10.1	16 Wash.Adv.
		15.46	17.77	22.57	2.2	13 Bon Secour
		17.48	17.53	22.38	1.0	3 P.G.Gen.
		15.95	17.05	22.22	3.1	40 Northwest
		14.23	14.23	21.86	2.0	38 MD.General
		14.96	14.96	21.61	5.7	1 Meritus M.C.
		16.66	16.66	21.12	1.0	23 A.Arundel
		13.58	15.39	21.11	3.9	28 St. Marys
		14.90	15.39	20.97	6.3	5050 Shady Grove
		13.83	15.29	20.42	1.2	61 Atlantic G.
		14.11	14.43	20.07	3.4	15 Franklin Sqr.
		15.22	15.22	19.87	1.0	55 Laurel Re.
		14.61	14.81	19.85	1.0	8 Mercy
		12.49	12.49	19.70	0.9	27 W.Maryland MC
		12.94	13.34	19.51	2.0	24 Union Mem.
		12.94	13.34	19.22	1.4	34 Harbor
		12.94	13.34	19.12	2.1	2004 Good Sam.
		13.33	13.36	19.09	2.9	19 Pen.Gen.
		13.66	13.66	18.48	14.0	9 Hopkins Hosp
		11.38	11.88	18.12	4.5	43 BW Medical Ctr.
		13.22	13.28	17.88	2.0	39 Calvert Mem.
		12.00	12.00	16.94	0.6	30 Chester River
		11.94	11.94	16.55	0.9	6 Harford Memo.
		9.53	9.71	15.72	12.0	2 Univ. MD.
CASHIER - BUSINESS OFFICE		15.11	15.73	21.51	121.1	
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COLLECTION CLERK	55	19.81	27.31	34.03	1.0	12 Sinai Hosp.
		21.41	21.41	29.04	4.0	18 Montgy. Gen.
		20.20	20.24	26.85	2.0	16 Wash.Adv.
		20.95	20.95	26.48	1.0	51 Drs. P.G.
		20.20	20.24	26.36	2.2	5050 Shady Grove
		12.53	21.28	26.29	8.0	60 Ft. Washington
		20.44	20.44	26.11	1.0	44 G.B.M.C
		16.95	18.25	25.31	67.6	2 Univ. MD.
		18.27	19.50	24.90	7.2	40 Northwest
		16.66	19.16	23.81	4.3	23 A.Arundel
		18.27	18.27	23.46	1.0	35 Civista M. C
		15.50	15.50	23.32	9.0	38 MD.General
		17.82	18.13	23.10	10.9	55 Laurel Re.
		17.97	18.14	23.04	19.8	3 P.G.Gen.
		15.94	16.22	23.01	2.7	1 Meritus M.C.
		16.65	16.70	22.55	1.0	28 St. Marys
		16.91	17.28	22.19	1.0	32 Cecil County
		15.01	15.48	21.86	5.2	24 Union Mem.
		14.89	15.16	21.70	16.5	43 BW Medical Ctr.
		15.44	15.68	21.65	4.3	19 Pen.Gen.
		15.01	15.48	21.57	3.5	34 Harbor
		15.01	15.48	21.48	5.4	2004 Good Sam.
		15.09	15.20	21.46	12.0	7 St.Jose
		15.01	15.48	21.23	6.3	15 Franklin Sqr.
		13.25	16.08	21.11	45.0	11 St. Agnes
		15.79	15.79	21.02	1.0	30 Chester River
		16.23	16.62	20.93	6.3	54 So. MD.
		14.83	15.12	20.31	2.5	4 Holy Cross
		12.72	13.41	18.39	14.1	61 Atlantic G.
		13.33	13.33	18.21	1.0	8 Mercy
		12.08	12.09	17.64	9.7	17 Garrett
		12.86	12.90	16.82	1.9	45 McCreed
COLLECTION CLERK		16.34	17.26	22.98	278.6	
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COOK	56	20.26	20.26	25.38	1.8	32 Cecil County
		16.57	16.73	23.60	11.5	29 Bayview
		15.46	17.18	23.57	14.2	22 Suburban
		16.66	17.31	23.52	12.3	48 Howard
		16.66	17.27	22.41	7.5	51 Drs. P.G.
		15.32	15.65	22.28	11.9	18 Montgy. Gen.
		15.83	16.17	22.24	1.6	2004 Good Sam.
		15.19	15.36	21.73	1.9	24 Union Mem.
		14.99	15.98	21.63	11.0	5050 Shady Grove
		14.89	15.74	21.50	7.7	28 St. Marys
		16.53	17.01	21.49	10.0	23 A.Arundel
		13.99	14.50	21.46	14.7	37 Easton
		15.36	15.36	21.37	4.1	33 Carroll,
		13.10	14.69	21.31	13.6	1 Meritus M.C.
		13.96	15.48	21.07	25.9	12 Sinai Hosp.
		15.62	16.13	20.82	8.5	3 P.G.Gen.
		15.48	15.58	20.58	43.0	9 Hopkins Hosp
		15.04	15.40	20.54	3.1	61 Atlantic G.
		14.75	15.36	20.45	11.8	8 Mercy
		13.85	14.33	20.28	13.1	16 Wash.Adv.
		14.37	16.02	20.27	3.8	54 So. MD.
		14.32	15.00	20.17	16.8	4 Holy Cross
		13.95	14.34	20.00	10.7	10 Dochester Hosp
		13.08	13.45	19.84	8.8	43 BW Medical Ctr.
		14.35	14.47	19.72	11.9	49 Upper Chesapeak
		12.22	12.37	19.72	14.1	38 MD.General
		14.16	14.98	19.61	6.5	55 Laurel Re.
		14.53	14.66	19.54	7.5	6 Harford Memo.
		13.57	13.87	19.45	18.7	15 Franklin Sqr.
		11.53	12.59	18.96	14.8	2 Univ. MD.
		12.91	14.44	18.87	5.7	13 Bon Secour
		12.23	13.10	18.80	8.2	19 Pen.Gen.
		13.17	13.99	18.68	6.2	39 Calvert Mem.
	11.11	11.45	18.40	6.9	27 W.Maryland MC	
	12.62	13.49	18.08	13.4	11 St. Agnes	
	13.30	13.32	17.95	5.9	35 Civista M. C	
	11.98	12.23	17.18	3.1	30 Chester River	
	11.35	11.59	16.23	15.5	44 G.B.M.C	
	10.07	10.16	15.44	2.0	17 Garrett	
COOK =====		14.21	14.80	20.36	409.8	



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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	14.50	15.39	20.61	56.7	4 Holy Cross
		13.60	13.77	20.29	67.9	29 Bayview
		12.62	14.05	19.49	39.9	5050 Shady Grove
		11.36	12.63	19.01	45.2	1 Meritus M.C.
		12.24	12.89	18.68	32.1	16 Wash.Adv.
		11.81	12.59	18.68	30.0	18 Montgy. Gen.
		11.05	11.40	18.59	25.3	38 MD.General
		11.09	11.96	18.58	24.0	37 Easton
		12.84	12.84	18.55	29.6	33 Carroll,
		12.00	12.45	18.53	10.8	24 Union Mem.
		12.17	13.66	18.50	48.4	40 Northwest
		13.21	13.97	18.50	13.9	55 Laurel Re.
		13.03	14.21	18.48	56.1	23 A.Arundel
		12.18	12.95	18.34	51.8	5 Frederic Memo.
		12.24	12.70	18.14	8.5	10 Dochester Hosp
		12.76	13.65	18.07	29.2	3 P.G.Gen.
		12.05	12.68	17.99	77.4	12 Sinai Hosp.
		11.03	12.06	17.63	32.1	48 Howard
		12.39	12.79	17.62	51.8	8 Mercy
		10.40	10.81	17.60	62.2	27 W.Maryland MC
		12.23	12.88	17.57	36.0	51 Drs. P.G.
		11.04	11.73	17.10	52.2	15 Franklin Sqr.
		10.29	10.90	17.06	46.4	43 BW Medical Ctr.
		12.29	12.30	16.94	11.2	6 Harford Memo.
		12.09	12.22	16.90	134.6	9 Hopkins Hosp
		9.91	10.70	16.83	77.8	2 Univ. MD.
		11.75	11.86	16.76	24.4	49 Upper Chesapeake
		10.64	11.06	16.72	6.3	34 Harbor
		10.57	10.88	16.51	5.1	2001 Kernan
		10.39	11.08	16.39	15.2	28 St. Marys
		10.27	12.20	16.38	18.1	13 Bon Secour
		11.15	11.88	16.20	55.5	11 St. Agnes
		9.98	10.46	15.93	7.5	2004 Good Sam.
		10.77	11.23	15.71	15.3	32 Cecil County
		9.71	10.19	15.59	50.0	19 Pen.Gen.
		10.29	10.68	15.51	9.8	30 Chester River
		10.36	10.62	15.38	10.0	61 Atlantic G.
		10.50	10.81	15.36	21.7	44 G.B.M.C
		10.92	10.94	15.29	18.9	35 Civista M. C
		9.75	11.06	15.29	5.5	60 Ft. Washington
		10.22	10.95	15.28	13.4	39 Calvert Mem.
		9.20	9.86	15.09	7.6	17 Garrett
		9.36	9.71	13.40	13.5	54 So. MD.
DIETARY AIDE I		11.35	11.99	17.23	1,448.9	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
DIETITIAN	6	38.30	38.30	46.60	0.9	34 Harbor
		33.93	33.93	41.51	2.2	15 Franklin Sqr.
		31.94	31.94	40.59	19.6	29 Bayview
		33.47	33.47	40.08	1.4	30 Chester River
		31.92	31.92	39.86	0.9	24 Union Mem.
		32.33	32.80	39.67	3.6	39 Calvert Mem.
		28.75	32.61	38.30	5.6	23 A.Arundel
		30.55	30.55	38.12	1.4	2004 Good Sam.
		30.00	30.00	37.18	0.2	5050 Shady Grove
		29.26	29.39	37.04	0.7	48 Howard
		29.04	30.39	36.82	1.9	40 Northwest
		27.58	28.45	36.76	21.7	2 Univ. MD.
		29.97	29.97	36.75	3.0	44 G.B.M.C
		30.10	30.10	36.69	1.0	8 Mercy
		28.70	28.85	36.46	4.2	33 Carroll,
		28.22	29.27	35.72	2.0	35 Civista M. C
		26.71	27.05	35.67	1.6	18 Montgy. Gen.
		27.92	28.43	35.39	2.9	28 St. Marys
		28.33	28.44	34.61	2.5	61 Atlantic G.
		25.83	26.32	34.25	4.1	1 Meritus M.C.
		25.61	28.46	34.02	1.0	60 Ft. Washington
		26.38	26.38	33.67	1.0	16 Wash.Adv.
		26.14	26.73	33.44	6.6	4 Holy Cross
		22.66	22.75	32.60	6.6	27 W.Maryland MC
		25.78	25.87	32.53	5.5	11 St. Agnes
		25.40	25.40	32.37	5.3	19 Pen.Gen.
		26.69	26.69	32.26	3.6	32 Cecil County
		23.49	23.67	30.98	6.6	43 BW Medical Ctr.
		25.26	25.40	30.48	5.7	54 So. MD.
		19.29	19.42	27.85	2.7	38 MD.General
		18.29	21.43	26.64	3.4	13 Bon Secour
		15.33	16.78	23.25	1.1	2001 Kernan
		17.41	17.65	22.83	88.4	9 Hopkins Hosp
		12.25	13.17	17.55	10.8	3 P.G.Gen.
DIETITIAN		26.85	27.41	34.37	229.7	
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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	37.08	41.49	48.92	2.2	55 Laurel Re.
		38.09	39.76	48.01	5.4	5050 Shady Grove
		33.95	38.06	45.09	9.7	3 P.G.Gen.
		30.67	33.47	42.24	6.9	22 Suburban
		32.46	34.92	42.04	2.6	39 Calvert Mem.
		29.05	33.41	41.54	3.9	48 Howard
		23.14	25.72	32.96	4.4	33 Carroll,
		23.62	25.37	31.90	5.2	12 Sinai Hosp.
		22.67	23.99	31.71	13.7	29 Bayview
		24.08	26.24	31.44	15.7	23 A.Arundel
		20.59	25.31	31.26	6.7	40 Northwest
		22.25	24.80	30.38	1.3	13 Bon Secour
		21.06	21.31	28.03	7.9	16 Wash.Adv.
		21.30	21.62	27.35	4.9	8 Mercy
		21.16	21.77	27.00	5.8	32 Cecil County
		19.28	19.66	26.99	1.9	18 Montgy. Gen.
		20.72	20.79	26.93	11.2	49 Upper Chesapeak
		20.20	20.05	25.44	2.0	35 Civista M. C
		17.03	17.68	24.63	3.5	1 Meritus M.C.
		15.88	16.40	24.62	14.6	27 W.Maryland MC
		18.50	19.16	24.50	1.1	51 Drs. P.G.
		17.00	17.24	24.17	6.0	2 Univ. MD.
		18.35	18.48	23.92	2.1	30 Chester River
		15.51	15.59	23.42	2.2	38 MD.General
		16.13	16.46	22.27	2.9	5 Frederic Memo.
		15.86	15.86	22.23	0.6	7 St.Jose
		15.83	16.70	22.09	5.8	4 Holy Cross
		14.31	14.77	21.77	3.9	37 Easton
		14.03	14.67	21.16	3.5	43 BW Medical Ctr.
		15.81	15.81	20.82	9.2	9 Hopkins Hosp
		15.53	15.65	20.77	3.3	44 G.B.M.C
		13.17	14.46	20.31	6.5	19 Pen.Gen.
		15.20	15.20	20.13	2.7	6 Harford Memo.
		13.23	14.09	19.73	1.1	10 Dochester Hosp
		13.41	14.49	19.56	1.2	61 Atlantic G.
		12.91	13.56	19.47	3.7	34 Harbor
		12.46	13.29	19.45	4.8	24 Union Mem.
		14.25	14.33	19.07	5.6	11 St. Agnes
		14.40	14.46	18.57	3.5	54 So. MD.
		12.07	12.60	18.29	12.9	2004 Good Sam.
		12.29	12.50	17.95	1.2	28 St. Marys
		10.66	11.40	16.74	12.0	15 Franklin Sqr.
E.K.G./CARDIOLOGY TECH.		19.41	20.54	26.78	225.2	
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ENVIRONMENTAL SERVICE WORKER	12	13.61	14.89	21.38	45.1	18 Montgy. Gen.
		13.34	14.09	20.65	100.8	29 Bayview
		13.15	14.47	20.11	33.9	28 St. Marys
		12.26	13.24	20.03	50.1	37 Easton
		11.23	13.25	19.71	68.2	1 Meritus M.C.
		13.08	15.07	19.64	82.2	3 P.G.Gen.
		13.35	13.37	19.14	52.1	33 Carroll,
		13.11	14.48	18.77	104.6	23 A.Arundel
		10.60	11.52	18.73	49.7	38 MD.General
		11.98	12.95	18.72	73.4	22 Suburban
		12.84	13.71	18.70	115.3	4 Holy Cross
		11.89	12.86	18.65	18.8	16 Wash.Adv.
		12.08	13.21	18.64	79.1	5 Frederic Memo.
		12.91	13.81	18.60	70.3	51 Drs. P.G.
		12.67	13.91	18.58	57.0	32 Cecil County
		11.88	12.49	18.29	27.2	34 Harbor
		11.48	12.19	18.25	40.9	24 Union Mem.
		10.58	11.31	18.22	68.0	27 W.Maryland MC
		12.23	13.69	18.19	32.3	55 Laurel Re.
		12.64	12.95	18.00	63.1	49 Upper Chesapeak
		11.68	12.52	17.95	20.0	10 Dochester Hosp
		12.86	13.07	17.93	142.3	8 Mercy
		11.60	12.62	17.91	73.5	5050 Shady Grove
		11.27	12.27	17.88	75.7	19 Pen.Gen.
		11.65	12.54	17.85	181.6	12 Sinai Hosp.
		11.56	12.02	17.82	2.0	2001 Kernan
		11.27	12.31	17.74	137.1	15 Franklin Sqr.
		12.84	13.02	17.73	28.1	6 Harford Memo.
		11.08	12.14	17.73	63.8	48 Howard
		11.03	11.80	17.41	92.3	2004 Good Sam.
		10.12	11.02	17.19	86.8	43 BW Medical Ctr.
		11.57	12.30	17.19	25.4	61 Atlantic G.
		12.02	12.48	17.19	494.9	9 Hopkins Hosp
		11.52	12.57	17.08	48.2	39 Calvert Mem.
		11.11	12.36	16.56	29.5	13 Bon Secour
		12.14	12.14	16.50	1.0	11 St. Agnes
		10.10	11.98	16.29	15.2	60 Ft. Washington
		10.08	10.12	16.19	282.7	2 Univ. MD.
		10.81	11.33	15.94	98.9	44 G.B.M.C
		9.34	10.32	15.62	18.0	17 Garrett
		10.18	10.73	15.57	13.0	30 Chester River
		10.49	11.42	15.26	57.3	54 So. MD.
		9.48	10.11	13.80	5.9	45 McCread
ENVIRONMENTAL SERVICE WORKER		11.69	12.57	17.89	3,225.1	
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EXECUTIVE ASST.	8	30.70	38.91	46.05	2.4	13 Bon Secour
		33.71	33.71	42.51	2.0	22 Suburban
		32.49	32.58	42.17	4.2	18 Montgy. Gen.
		28.95	29.15	36.57	7.7	2004 Good Sam.
		25.63	27.87	36.10	15.9	2 Univ. MD.
		28.05	28.26	35.85	8.5	24 Union Mem.
		27.85	28.81	35.80	14.4	4 Holy Cross
		28.43	28.43	35.66	4.0	5 Frederic Memo.
		27.36	27.97	35.27	4.6	34 Harbor
		27.39	27.41	34.82	10.2	16 Wash.Adv.
		28.71	28.71	34.43	4.0	32 Cecil County
		27.80	27.80	34.33	14.0	44 G.B.M.C
		27.02	27.23	34.14	9.6	15 Franklin Sqr.
		26.96	26.97	33.82	18.4	5050 Shady Grove
		26.88	27.00	33.82	4.1	28 St. Marys
		27.23	27.23	33.53	10.0	8 Mercy
		25.48	25.48	33.31	8.0	1 Meritus M.C.
		26.76	26.80	32.83	18.2	9 Hopkins Hosp
		26.63	26.63	32.78	7.0	35 Civista M. C
		25.40	25.92	32.50	22.8	12 Sinai Hosp.
		25.13	25.28	32.44	7.5	48 Howard
		20.92	26.89	32.33	2.0	60 Ft. Washington
		22.95	24.30	31.85	3.1	2001 Kernan
		24.81	25.80	31.79	12.7	40 Northwest
		23.83	23.83	30.85	11.0	33 Carroll,
		23.37	23.37	30.65	11.8	43 BW Medical Ctr.
		22.34	22.55	30.59	4.5	37 Easton
		24.44	24.44	30.35	4.9	30 Chester River
		20.72	20.72	30.05	6.9	27 W.Maryland MC
		23.69	23.69	29.51	5.8	51 Drs. P.G.
		20.52	20.80	29.44	9.1	38 MD.General
		22.33	22.55	29.28	1.5	10 Dochester Hosp
		23.97	24.06	29.03	5.9	54 So. MD.
		22.04	22.04	28.66	6.6	19 Pen.Gen.
		20.85	21.14	28.43	24.5	7 St.Jose
		22.08	22.23	27.57	19.8	3 P.G.Gen.
		21.15	21.58	26.91	11.0	55 Laurel Re.
		19.60	19.70	26.91	72.6	29 Bayview
		19.29	21.81	26.67	14.8	23 A.Arundel
		20.94	20.96	26.45	10.3	39 Calvert Mem.
		19.74	20.35	26.09	38.3	11 St. Agnes
		18.88	18.88	25.38	2.0	17 Garrett
		18.11	18.45	23.83	15.7	61 Atlantic G.
		17.11	17.11	21.37	1.0	45 McCreed
EXECUTIVE ASST.		24.51	25.12	31.88	493.0	
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GENERAL DUTY NURSE	11	33.00	46.20	54.15	153.7	13 Bon Secour
		34.40	38.78	49.46	218.5	18 Montgy. Gen.
		34.37	41.72	49.42	311.8	51 Drs. P.G.
		34.28	38.67	49.01	509.8	7 St.Jose
		31.73	37.69	48.92	252.9	38 MD.General
		35.02	39.28	48.90	315.7	22 Suburban
		28.30	42.03	48.62	83.2	60 Ft. Washington
		36.34	40.43	48.40	845.6	12 Sinai Hosp.
		35.21	39.58	48.34	417.5	16 Wash.Adv.
		38.09	39.14	47.98	337.2	33 Carroll,
		35.50	38.94	47.61	384.3	49 Upper Chesapeak
		33.64	38.53	46.94	443.1	2004 Good Sam.
		34.44	39.60	46.91	367.9	40 Northwest
		34.30	38.80	46.86	700.3	15 Franklin Sqr.
		34.73	38.28	46.82	543.8	24 Union Mem.
		32.70	40.32	46.72	329.3	54 So. MD.
		31.45	37.49	46.67	456.3	1 Meritus M.C.
		34.79	38.43	46.54	635.7	5050 Shady Grove
		34.49	37.17	46.44	769.8	29 Bayview
		33.09	37.68	46.32	453.5	48 Howard
		34.10	37.90	46.16	308.5	34 Harbor
		32.98	38.99	46.15	158.5	55 Laurel Re.
		33.93	38.15	45.88	631.0	44 G.B.M.C
		33.95	37.71	45.87	805.8	4 Holy Cross
		33.92	37.86	45.71	205.1	28 St. Marys
		33.74	38.02	45.50	188.4	39 Calvert Mem.
		34.70	39.13	45.32	747.8	23 A.Arundel
		31.20	37.62	44.96	533.5	8 Mercy
		32.40	36.31	44.72	569.3	11 St. Agnes
		34.92	37.34	44.46	164.5	6 Harford Memo.
		36.79	37.29	44.29	2,349.1	9 Hopkins Hosp
		31.30	35.97	44.03	641.2	19 Pen.Gen.
		32.48	35.72	43.82	533.1	5 Frederic Memo.
		32.61	36.72	43.61	479.5	3 P.G.Gen.
		31.32	33.97	43.53	240.2	37 Easton
		29.01	33.75	42.63	136.8	2001 Kernan
		30.76	33.23	42.12	1,530.6	2 Univ. MD.
		28.57	30.24	42.02	454.4	27 W.Maryland MC
		31.86	35.22	41.96	108.9	30 Chester River
		30.85	34.84	41.93	193.5	35 Civista M. C
		28.71	33.52	41.72	576.4	43 BW Medical Ctr.
		30.37	33.53	40.10	116.3	61 Atlantic G.
		31.03	33.79	39.87	197.8	32 Cecil County
		29.27	31.85	39.79	74.7	10 Dochester Hosp
		25.39	28.35	36.19	64.7	17 Garrett
		28.15	30.31	35.89	294.0	8992 U. MIEMSS
		27.32	29.72	35.01	15.7	45 McCread
		30.59	33.09	33.45	113.7	8994 U. UMCC
GENERAL DUTY NURSE		32.54	36.85	44.74	20,963.2	
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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	22.24	23.25	28.22	6.8	23 A.Arundel
		15.87	17.08	25.15	6.1	38 MD.General
		17.84	18.47	24.81	7.3	48 Howard
		17.43	18.90	24.24	10.5	40 Northwest
		17.90	17.90	23.76	0.7	5050 Shady Grove
		16.32	16.99	23.35	14.2	22 Suburban
		16.03	16.32	23.13	13.0	29 Bayview
		17.46	18.15	23.06	3.8	3 P.G.Gen.
		16.29	16.29	23.03	2.0	18 Montgy. Gen.
		14.48	15.30	21.98	25.1	1 Meritus M.C.
		15.48	16.29	21.62	18.6	4 Holy Cross
		15.23	15.23	21.28	0.8	16 Wash.Adv.
		14.73	15.01	21.24	6.2	2001 Kernan
		16.01	16.01	21.02	3.3	6 Harford Memo.
		15.68	15.74	20.87	9.5	8 Mercy
		14.45	15.25	20.82	45.6	12 Sinai Hosp.
		15.17	15.71	20.72	32.6	9 Hopkins Hosp
		13.80	14.27	20.52	20.9	24 Union Mem.
		14.98	15.16	20.35	15.1	30 Chester River
		13.88	14.32	20.30	11.1	34 Harbor
		14.29	14.29	20.17	6.2	33 Carroll,
		12.77	13.45	19.92	18.4	2 Univ. MD.
		13.40	13.73	19.74	12.0	7 St.Jose
		14.71	15.00	19.64	1.5	55 Laurel Re.
		12.53	12.79	19.53	7.4	37 Easton
		13.53	13.64	19.21	1.2	10 Dochester Hosp
		11.81	12.76	19.09	17.0	43 BW Medical Ctr.
		12.89	13.31	19.08	23.9	2004 Good Sam.
		11.80	11.92	18.98	6.9	27 W.Maryland MC
		12.82	13.29	18.81	4.4	28 St. Marys
		12.77	13.21	18.73	48.8	15 Franklin Sqr.
		13.47	14.01	18.68	5.5	32 Cecil County
		13.48	13.52	18.65	28.8	49 Upper Chesapeak
		13.38	13.44	18.30	4.9	44 G.B.M.C
		13.48	13.64	17.99	3.8	13 Bon Secour
		13.24	13.27	17.89	14.4	35 Civista M. C
		11.84	12.26	17.87	6.7	19 Pen.Gen.
		12.24	12.29	17.61	0.6	5 Frederic Memo.
		12.03	12.14	17.02	4.5	61 Atlantic G.
		11.35	11.91	16.23	20.9	11 St. Agnes
		11.91	12.17	16.08	23.9	54 So. MD.
		11.55	11.64	16.04	0.9	39 Calvert Mem.
		12.05	12.05	15.90	5.0	45 McCreed
GENERAL OFFICE CLERK		14.29	14.68	20.25	520.9	
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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	33.33	41.66	51.63	4.6	22 Suburban
		37.37	37.37	47.81	1.6	18 Montgy. Gen.
		36.15	36.17	44.26	6.4	34 Harbor
		35.84	35.86	43.99	7.5	2004 Good Sam.
		35.06	35.31	43.07	10.0	5050 Shady Grove
		32.72	36.77	42.78	9.8	23 A.Arundel
		34.28	34.46	42.65	9.2	16 Wash.Adv.
		33.82	33.83	41.95	10.7	24 Union Mem.
		33.87	33.89	41.46	10.8	15 Franklin Sqr.
		23.40	30.44	40.55	8.0	38 MD.General
		31.96	31.97	38.39	2.4	55 Laurel Re.
		31.96	31.97	38.35	6.1	3 P.G.Gen.
		30.37	31.61	37.94	1.9	13 Bon Secour
		27.77	28.87	35.87	11.7	4 Holy Cross
		27.65	27.65	35.79	20.9	29 Bayview
		27.26	27.38	35.75	6.0	7 St.Jose
		28.54	28.62	35.46	8.3	12 Sinai Hosp.
		28.54	28.62	34.88	5.6	40 Northwest
		26.59	26.77	34.87	31.9	2 Univ. MD.
		27.20	27.20	33.49	14.5	8 Mercy
		26.12	26.12	33.09	10.0	5 Frederic Memo.
		26.03	26.10	32.80	11.0	11 St. Agnes
		25.52	25.60	32.79	6.3	48 Howard
		25.36	25.36	32.56	5.0	33 Carroll,
		25.97	25.99	32.31	15.0	44 G.B.M.C
		26.13	26.13	32.22	4.0	35 Civista M. C
		24.66	24.66	32.06	7.5	43 BW Medical Ctr.
		25.13	25.13	31.87	10.2	49 Upper Chesapeak
		25.73	25.73	31.66	31.9	9 Hopkins Hosp
		23.83	23.83	31.48	7.0	1 Meritus M.C.
		25.61	25.61	31.10	2.0	32 Cecil County
		22.50	23.08	30.45	2.2	2001 Kernan
		22.06	22.11	30.09	4.9	37 Easton
		22.68	22.68	29.37	8.4	19 Pen.Gen.
		22.06	22.11	28.78	1.6	10 Dochester Hosp
		21.36	21.46	27.76	6.2	28 St. Marys
		21.55	21.55	27.17	3.0	61 Atlantic G.
		21.60	21.60	27.16	1.9	39 Calvert Mem.
		21.36	21.38	27.04	2.0	30 Chester River
		17.38	17.38	25.85	2.0	27 W.Maryland MC
		18.95	19.48	24.86	2.1	51 Drs. P.G.
		17.50	17.50	22.66	0.3	6 Harford Memo.
		16.05	16.05	22.16	1.0	17 Garrett
		14.38	14.38	18.42	1.0	45 McCreed
HUMAN RESOURCES, ASSOCIATE LEVEL		26.44	26.99	34.02	334.1	
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=====	====	=====	=====	=====	=====	=====
HUMAN RESOURCES, MGMT. LEVEL	69	63.60	63.60	73.89	1.0	28 St. Marys
		46.43	58.17	71.89	2.7	7 St.Jose
		56.91	56.91	67.02	0.4	34 Harbor
		52.94	52.94	64.14	3.0	11 St. Agnes
		50.84	50.84	61.71	8.0	29 Bayview
		50.93	50.93	60.69	2.6	24 Union Mem.
		44.78	51.63	58.79	2.0	23 A.Arundel
		49.30	49.30	58.41	1.7	15 Franklin Sqr.
		47.61	47.61	57.13	3.0	5 Frederic Memo.
		46.74	46.74	56.50	5.2	49 Upper Chesapeak
		45.38	45.38	55.92	1.0	2001 Kernan
		46.17	46.57	55.91	6.0	4 Holy Cross
		46.85	46.85	55.14	5.0	8 Mercy
		45.05	45.05	54.59	2.0	33 Carroll,
		45.70	45.78	54.26	7.7	12 Sinai Hosp.
		45.13	45.13	54.22	3.1	2004 Good Sam.
		45.55	45.55	54.14	6.0	44 G.B.M.C
		45.70	45.78	53.67	5.1	40 Northwest
		45.10	45.10	52.99	0.6	6 Harford Memo.
		44.82	44.87	52.63	6.9	3 P.G.Gen.
		42.00	42.82	52.08	1.0	48 Howard
		44.22	44.27	52.00	2.8	55 Laurel Re.
		42.34	42.34	51.06	4.7	19 Pen.Gen.
		38.64	38.64	48.20	6.5	2 Univ. MD.
		39.29	39.29	46.74	3.4	51 Drs. P.G.
		37.05	37.97	46.55	7.0	16 Wash.Adv.
		37.28	37.61	45.62	7.4	5050 Shady Grove
		37.28	37.28	44.67	2.0	39 Calvert Mem.
		35.63	35.63	41.84	3.0	32 Cecil County
		33.59	33.59	41.79	2.0	43 BW Medical Ctr.
		32.33	32.33	40.94	2.5	1 Meritus M.C.
		34.61	34.61	40.51	2.9	54 So. MD.
		30.06	30.06	36.41	1.0	30 Chester River
HUMAN RESOURCES, MGMT. LEVEL		43.94	44.58	53.40	119.3	
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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	47.19	48.50	60.88	10.1	18 Montgy. Gen.
		44.24	45.05	55.51	30.1	22 Suburban
		45.47	45.52	53.67	56.1	8 Mercy
		43.47	43.47	52.27	13.7	34 Harbor
		43.43	43.43	51.95	26.2	15 Franklin Sqr.
		40.85	41.15	51.92	1.8	7 St.Jose
		42.97	42.97	51.83	17.2	2004 Good Sam.
		42.73	42.73	51.56	17.5	4 Holy Cross
		42.26	42.26	51.19	21.9	24 Union Mem.
		43.10	43.64	50.36	4.0	60 Ft. Washington
		39.11	40.52	50.18	34.4	29 Bayview
		41.05	41.12	49.72	39.5	19 Pen.Gen.
		40.48	40.49	49.16	25.5	5 Frederic Memo.
		41.05	41.05	48.84	3.0	35 Civista M. C
		39.94	39.95	48.74	27.3	16 Wash.Adv.
		38.72	42.26	48.70	51.3	23 A.Arundel
		39.78	41.17	48.63	21.9	40 Northwest
		38.41	39.11	47.92	11.6	48 Howard
		37.04	38.18	47.68	196.0	2 Univ. MD.
		38.92	39.55	47.02	14.2	51 Drs. P.G.
		38.02	39.10	46.69	16.4	39 Calvert Mem.
		38.31	38.34	46.44	30.3	5050 Shady Grove
		39.85	39.91	46.27	9.1	54 So. MD.
		37.32	38.40	46.18	42.8	12 Sinai Hosp.
		37.85	37.90	45.60	17.5	44 G.B.M.C
		35.67	38.28	45.36	7.5	13 Bon Secour
		36.75	37.21	45.00	10.0	28 St. Marys
		36.92	37.87	44.92	191.2	9 Hopkins Hosp
		35.56	35.75	44.15	2.8	43 BW Medical Ctr.
		34.95	34.95	43.85	17.2	1 Meritus M.C.
		30.61	35.03	43.24	3.1	11 St. Agnes
		30.27	30.70	42.59	12.0	27 W.Maryland MC
		36.15	36.15	42.39	7.0	32 Cecil County
		29.30	36.06	41.86	0.9	45 McCread
		34.92	34.94	41.64	1.7	3 P.G.Gen.
		33.23	33.30	41.44	38.2	33 Carroll,
		33.99	33.99	40.78	4.6	6 Harford Memo.
		29.54	30.77	38.95	5.9	17 Garrett
		32.82	32.82	38.59	1.0	8992 U. MIEMSS
		28.68	28.72	35.97	29.8	49 Upper Chesapeak
	24.06	24.06	33.20	2.1	38 MD.General	
	25.68	25.70	31.65	3.0	61 Atlantic G.	
	25.32	25.32	25.65	1.0	8994 U. UMCC	
INFO. SYSTEMS, PROF. LEVEL		37.12	37.85	45.82	1,078.3	
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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	58.33	58.33	68.80	0.2	2004 Good Sam.
		58.70	58.70	68.75	0.3	15 Franklin Sqr.
		57.97	57.97	68.39	0.3	24 Union Mem.
		46.48	46.48	56.00	3.4	16 Wash.Adv.
		43.16	43.16	51.94	1.2	34 Harbor
		41.68	41.68	50.90	0.2	10 Dochester Hosp
		41.63	42.09	50.59	4.9	5050 Shady Grove
		38.84	38.84	46.38	5.0	35 Civista M. C
		30.79	31.94	41.43	12.1	18 Montgy. Gen.
		34.00	34.71	41.42	1.0	55 Laurel Re.
		32.88	34.24	40.87	1.9	13 Bon Secour
		31.10	31.44	40.66	5.8	37 Easton
		32.59	32.77	40.28	24.2	4 Holy Cross
		30.31	31.26	39.83	21.4	29 Bayview
		27.98	28.84	34.56	12.2	32 Cecil County
		26.39	26.76	34.55	9.7	22 Suburban
		26.31	27.93	33.26	11.8	23 A.Arundel
		22.46	26.45	33.22	2.0	28 St. Marys
		26.21	26.86	33.11	20.0	8 Mercy
		22.03	24.77	32.63	100.1	2 Univ. MD.
		25.46	25.91	32.49	30.1	12 Sinai Hosp.
		21.64	24.58	32.31	7.4	1 Meritus M.C.
		23.51	25.21	32.06	10.3	5 Frederic Memo.
		25.37	25.97	31.71	2.1	3 P.G.Gen.
		24.99	25.67	31.66	14.4	40 Northwest
		22.56	23.99	30.82	13.4	19 Pen.Gen.
		22.90	23.24	30.51	1.0	43 BW Medical Ctr.
		22.61	22.91	29.78	9.1	48 Howard
		23.36	23.65	29.70	10.3	44 G.B.M.C
		21.69	23.44	29.22	3.2	39 Calvert Mem.
		19.86	19.88	28.99	6.1	27 W.Maryland MC
		21.05	21.93	28.23	5.1	49 Upper Chesapeak
		19.88	21.71	27.68	5.2	11 St. Agnes
		20.97	21.93	27.51	75.6	9 Hopkins Hosp
		19.19	21.56	27.16	10.0	51 Drs. P.G.
		19.34	20.57	25.22	6.7	54 So. MD.
		16.93	18.40	23.05	1.2	8992 U. MIEMSS
		14.00	17.86	22.18	1.1	45 McCread
		14.33	14.50	22.18	3.1	38 MD.General
		14.37	15.31	21.32	1.0	17 Garrett
		12.85	13.35	19.34	2.0	2001 Kernan
INFO. SYSTEMS,STAFF LEVEL		28.21	29.19	36.36	456.3	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
IP/OP ADM & REGISTRATION CLERK	1	17.61	18.74	25.35	28.0	22 Suburban
		16.47	17.85	24.86	17.5	18 Montgy. Gen.
		15.16	18.85	24.76	89.3	12 Sinai Hosp.
		17.16	17.99	24.34	38.9	16 Wash.Adv.
		16.66	17.05	23.95	175.9	29 Bayview
		15.85	16.30	23.51	57.9	37 Easton
		16.65	17.82	23.36	62.3	4 Holy Cross
		16.48	17.39	23.20	50.9	5050 Shady Grove
		17.12	18.55	23.15	78.3	23 A.Arundel
		15.89	16.64	23.12	34.9	24 Union Mem.
		15.89	16.56	23.06	34.9	7 St.Jose
		16.17	16.94	23.04	69.3	19 Pen.Gen.
		14.10	16.14	22.92	35.9	1 Meritus M.C.
		16.94	17.58	22.76	434.4	9 Hopkins Hosp
		16.24	17.56	22.74	29.9	51 Drs. P.G.
		15.57	16.59	22.71	50.8	48 Howard
		15.52	16.72	22.59	73.6	15 Franklin Sqr.
		15.53	17.73	22.53	32.5	13 Bon Secour
		15.88	16.63	22.47	37.5	28 St. Marys
		16.32	17.33	22.20	11.4	55 Laurel Re.
		16.03	16.09	22.18	54.8	33 Carroll,
		14.06	15.40	22.11	166.2	2 Univ. MD.
		15.34	15.80	21.65	17.6	10 Dochester Hosp
		12.41	14.05	21.65	35.3	38 MD.General
		14.58	15.48	21.57	21.1	34 Harbor
		15.12	16.59	21.33	33.4	3 P.G.Gen.
		13.26	13.75	21.30	29.4	27 W.Maryland MC
		14.35	15.13	21.09	50.6	2004 Good Sam.
		14.48	16.01	21.08	28.1	40 Northwest
		14.41	15.23	20.89	55.3	5 Frederic Memo.
		14.56	16.38	20.87	4.4	8992 U. MIEMSS
		13.87	14.61	20.78	10.6	2001 Kernan
		15.45	15.57	20.68	52.1	8 Mercy
		15.31	15.79	20.60	39.7	32 Cecil County
		14.56	15.37	20.45	72.6	44 G.B.M.C
		13.34	15.83	20.43	19.3	60 Ft. Washington
		12.58	13.86	20.29	80.2	43 BW Medical Ctr.
		14.51	15.12	19.94	25.4	35 Civista M. C
		14.18	15.04	19.90	88.4	11 St. Agnes
		14.37	14.48	19.74	45.7	49 Upper Chesapeak
		14.64	15.49	19.70	35.5	54 So. MD.
		14.27	14.36	19.20	11.4	6 Harford Memo.
		12.80	13.65	18.71	15.2	30 Chester River
		13.03	13.71	18.71	39.6	61 Atlantic G.
		11.95	12.59	18.21	13.2	17 Garrett
		12.63	13.33	17.94	20.9	39 Calvert Mem.
		14.93	16.73	17.03	10.6	8994 U. UMCC
		10.87	11.41	15.21	8.2	45 McCread
IP/OP ADM & REGISTRATION CLERK		14.90	15.91	21.46	2,528.9	
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LABORATORY ASST.	14	43.77	43.77	50.32	1.5	23 A.Arundel
		28.16	30.77	37.01	4.6	13 Bon Secour
		20.21	22.25	29.37	4.0	22 Suburban
		20.94	22.22	28.45	0.3	12 Sinai Hosp.
		15.22	18.42	26.70	4.3	38 MD.General
		16.53	18.91	24.59	4.6	4 Holy Cross
		17.01	18.33	24.33	2.0	28 St. Marys
		17.23	19.16	24.18	9.8	3 P.G.Gen.
		16.25	18.63	23.94	7.9	40 Northwest
		14.05	17.07	23.78	7.8	43 BW Medical Ctr.
		17.41	18.72	23.74	7.9	55 Laurel Re.
		15.15	16.03	23.20	16.7	37 Easton
		17.81	18.18	22.62	2.9	54 So. MD.
		15.24	16.17	22.61	21.8	24 Union Mem.
		16.49	16.54	22.50	5.7	10 Dochester Hosp
		16.42	16.71	21.94	16.4	8 Mercy
		16.11	16.88	21.76	3.5	32 Cecil County
		14.95	15.96	21.75	11.4	15 Franklin Sqr.
		16.17	16.17	21.22	1.0	9 Hopkins Hosp
		13.22	13.54	21.02	11.3	27 W.Maryland MC
		13.64	14.77	20.79	12.6	34 Harbor
		14.78	15.34	20.72	4.9	49 Upper Chesapeak
		14.67	15.59	20.70	17.2	44 G.B.M.C
		14.51	14.60	20.52	3.0	33 Carroll,
		13.44	14.64	20.51	8.6	19 Pen.Gen.
		13.86	14.57	20.47	15.3	2004 Good Sam.
		14.81	14.90	20.00	2.8	61 Atlantic G.
		13.40	14.05	19.58	10.7	5 Frederic Memo.
		14.42	14.45	19.30	1.0	51 Drs. P.G.
		12.19	12.35	18.69	1.3	2 Univ. MD.
		12.98	13.93	18.59	16.3	11 St. Agnes
		11.47	11.47	16.03	0.1	6 Harford Memo.
		11.34	11.34	15.74	2.0	35 Civista M. C
		9.14	11.05	15.13	4.8	8992 U. MIEMSS
LABORATORY ASST.		16.26	17.28	22.99	246.0	
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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	29.61	29.74	36.49	7.4	44 G.B.M.C
		27.80	28.09	34.47	4.8	8 Mercy
		25.62	25.62	32.69	2.9	34 Harbor
		24.79	26.13	32.20	2.3	51 Drs. P.G.
		22.35	25.66	31.34	2.0	13 Bon Secour
		23.20	24.07	31.27	5.9	24 Union Mem.
		21.67	23.27	30.55	7.1	43 BW Medical Ctr.
		23.56	24.80	30.41	5.9	3 P.G.Gen.
		23.65	24.49	30.13	1.3	55 Laurel Re.
		22.63	23.73	30.05	13.2	4 Holy Cross
		22.05	23.36	29.69	1.1	12 Sinai Hosp.
		19.54	20.24	29.45	28.3	27 W.Maryland MC
		20.81	22.58	29.32	5.2	2004 Good Sam.
		21.49	22.80	29.27	1.0	15 Franklin Sqr.
		16.26	19.46	26.67	3.4	2 Univ. MD.
		18.01	18.58	24.03	0.5	30 Chester River
		16.34	16.94	23.51	5.4	7 St.Jose
		17.60	18.24	23.42	3.1	35 Civista M. C
		19.00	19.00	23.42	0.7	45 McCread
		15.37	17.50	22.67	20.5	9 Hopkins Hosp
		15.93	17.81	22.36	8.8	23 A.Arundel
		15.00	16.94	22.10	5.7	40 Northwest
		14.71	14.79	20.67	0.5	19 Pen.Gen.
LABORATORY TECH. I		20.74	21.91	28.09	136.9	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
LABORATORY TECH. II	16	40.08	40.08	48.56	1.4	34 Harbor
		39.00	39.18	47.82	1.0	24 Union Mem.
		34.60	35.37	45.45	1.0	18 Montgy. Gen.
		37.46	37.54	45.20	6.2	44 G.B.M.C
		33.69	35.26	42.00	1.8	13 Bon Secour
		32.79	32.79	40.26	1.9	15 Franklin Sqr.
		30.65	31.12	38.66	13.1	11 St. Agnes
		28.31	28.46	38.27	4.7	38 MD.General
		30.35	30.73	37.97	2.0	4 Holy Cross
		29.90	29.92	37.34	7.0	49 Upper Chesapeak
		28.55	28.55	36.12	4.1	33 Carroll,
		26.31	27.15	35.48	15.9	7 St.Jose
		25.77	27.85	35.02	14.1	5 Frederic Memo.
		23.96	24.35	34.61	9.7	27 W.Maryland MC
		26.97	28.22	34.51	5.1	51 Drs. P.G.
		27.24	27.61	33.95	12.7	8 Mercy
		25.03	26.21	33.27	14.9	19 Pen.Gen.
		25.27	27.68	32.99	18.2	23 A.Arundel
		23.89	24.45	31.90	6.2	22 Suburban
		23.29	24.12	31.47	1.6	43 BW Medical Ctr.
		24.22	25.36	31.29	11.9	61 Atlantic G.
		25.65	25.72	31.22	2.6	32 Cecil County
		23.84	25.00	30.64	0.7	3 P.G.Gen.
		24.47	24.47	30.37	1.0	30 Chester River
		23.94	25.01	29.91	6.1	45 McCread
		23.58	24.66	29.68	15.9	54 So. MD.
		21.45	22.50	29.51	6.4	17 Garrett
		21.14	21.53	29.43	4.9	37 Easton
		22.25	23.26	29.02	3.4	39 Calvert Mem.
		20.43	23.75	28.95	1.6	60 Ft. Washington
		21.04	21.75	28.07	3.2	28 St. Marys
		18.54	20.22	25.64	128.3	9 Hopkins Hosp
		17.08	18.42	25.50	26.5	2 Univ. MD.
		19.19	19.88	25.32	2.1	40 Northwest
		17.88	17.88	24.88	0.0	29 Bayview
		18.47	18.54	23.20	1.2	8992 U. MIEMSS
		15.00	16.61	22.30	16.2	12 Sinai Hosp.
LABORATORY TECH. II		25.71	26.52	33.40	374.5	
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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	38.95	42.41	48.86	12.9	23 A.Arundel
		28.66	33.06	41.11	27.0	24 Union Mem.
		32.51	32.77	40.60	3.1	11 St. Agnes
		29.25	31.31	38.93	2.8	34 Harbor
		27.88	30.88	38.16	7.0	15 Franklin Sqr.
		25.65	29.39	38.11	2.9	7 St.Jose
		24.27	31.34	37.96	20.6	51 Drs. P.G.
		27.95	29.24	37.57	14.0	29 Bayview
		28.46	28.92	36.54	17.4	33 Carroll,
		23.31	27.22	35.88	3.8	18 Montgy. Gen.
		25.89	28.49	35.85	21.0	2004 Good Sam.
		27.70	28.71	35.34	2.6	44 G.B.M.C
		24.23	28.65	35.03	0.8	35 Civista M. C
		26.12	27.82	34.72	1.7	28 St. Marys
		25.04	27.28	34.67	1.9	48 Howard
		25.45	28.39	34.39	15.6	3 P.G.Gen.
		24.50	26.59	33.90	5.2	16 Wash.Adv.
		25.54	26.92	33.60	4.6	12 Sinai Hosp.
		22.76	25.12	33.50	4.2	37 Easton
		25.76	27.16	33.29	1.7	40 Northwest
		24.41	27.91	33.22	26.3	54 So. MD.
		26.77	26.77	32.94	0.9	39 Calvert Mem.
		22.69	24.74	32.24	0.5	22 Suburban
		24.53	25.84	31.78	20.4	9 Hopkins Hosp
		20.90	24.08	31.59	14.4	2001 Kernan
		23.61	25.84	31.35	3.8	32 Cecil County
		23.82	25.30	31.02	2.2	55 Laurel Re.
		21.20	22.03	30.86	13.3	38 MD.General
		21.74	24.33	30.73	7.1	4 Holy Cross
		20.28	23.11	30.68	21.6	1 Meritus M.C.
		22.45	23.93	30.63	1.6	5 Frederic Memo.
		22.73	24.66	30.52	5.1	6 Harford Memo.
		20.98	23.61	30.48	0.9	10 Dochester Hosp
		21.14	23.65	30.44	39.8	19 Pen.Gen.
		22.59	23.97	29.84	4.5	30 Chester River
		19.66	20.48	29.75	13.6	27 W.Maryland MC
		22.87	22.93	29.37	16.7	49 Upper Chesapeak
		19.95	20.50	27.23	3.5	17 Garrett
		17.74	19.61	26.55	7.6	43 BW Medical Ctr.
		21.25	21.86	26.51	8.9	45 McCread
		16.86	17.02	22.29	2.9	61 Atlantic G.
LICENSED PRACTICAL NURSE		24.34	26.44	33.37	386.5	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MAIL CLERK	19	15.36	15.36	22.07	3.0	29 Bayview
		15.54	15.54	21.57	4.3	33 Carroll,
		15.47	15.47	21.54	1.0	16 Wash.Adv.
		14.66	15.04	20.98	1.4	48 Howard
		14.20	14.26	20.83	3.4	1 Meritus M.C.
		14.95	14.99	20.53	3.1	5050 Shady Grove
		12.47	12.71	20.11	9.2	38 MD.General
		13.30	13.30	20.10	0.6	37 Easton
		13.14	13.59	19.79	3.2	24 Union Mem.
		13.23	13.83	19.66	8.3	2004 Good Sam.
		13.82	13.82	19.39	1.0	28 St. Marys
		14.41	14.41	19.30	15.9	9 Hopkins Hosp
		13.33	13.76	19.25	10.1	5 Frederic Memo.
		12.70	12.78	19.17	4.0	2 Univ. MD.
		13.53	13.67	19.08	3.1	12 Sinai Hosp.
		13.99	14.06	19.02	3.0	8 Mercy
		13.17	13.33	18.86	3.8	15 Franklin Sqr.
		13.30	13.30	18.83	0.2	10 Dochester Hosp
		11.54	11.54	18.51	2.0	27 W.Maryland MC
		12.53	12.60	18.41	1.0	34 Harbor
		14.00	14.00	18.38	0.7	13 Bon Secour
		12.42	13.41	18.15	2.3	51 Drs. P.G.
		13.04	13.04	17.62	0.9	39 Calvert Mem.
		11.20	12.79	17.55	2.9	40 Northwest
		11.42	11.48	17.20	1.0	2001 Kernan
		12.77	12.77	17.17	0.7	55 Laurel Re.
		11.55	11.55	17.09	2.4	19 Pen.Gen.
		10.11	12.51	16.64	1.0	23 A.Arundel
		10.27	10.47	16.59	2.0	43 BW Medical Ctr.
		11.56	12.21	16.58	2.9	11 St. Agnes
		11.65	11.65	16.52	1.1	49 Upper Chesapeak
		11.77	11.86	16.31	1.0	35 Civista M. C
		11.67	11.70	16.28	3.5	6 Harford Memo.
		10.84	11.08	15.87	2.4	61 Atlantic G.
MAIL CLERK		12.91	13.17	18.68	106.5	
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MAINTENANCE MECHANIC I	20	21.46	25.07	30.13	5.4	54 So. MD.
		16.99	21.13	28.71	1.2	18 Montgy. Gen.
		15.69	19.91	28.41	2.3	38 MD.General
		19.93	22.40	28.08	1.5	40 Northwest
		22.27	22.27	28.07	3.0	8 Mercy
		17.62	22.20	27.88	3.7	61 Atlantic G.
		19.74	21.16	27.47	23.4	15 Franklin Sqr.
		20.03	20.18	27.44	6.7	29 Bayview
		20.30	20.62	27.27	4.5	16 Wash.Adv.
		17.29	19.29	26.47	10.7	2 Univ. MD.
		18.61	19.57	26.33	7.5	24 Union Mem.
		18.32	19.96	26.19	14.6	5 Frederic Memo.
		17.62	18.99	25.88	2.0	43 BW Medical Ctr.
		19.36	19.36	25.81	3.0	48 Howard
		14.66	18.78	25.53	3.7	2001 Kernan
		18.64	19.07	25.45	9.1	2004 Good Sam.
		18.01	18.70	25.11	12.0	34 Harbor
		15.88	18.71	24.66	6.3	5050 Shady Grove
		18.05	18.49	24.12	3.0	4 Holy Cross
		18.18	18.49	23.91	9.8	11 St. Agnes
		12.50	18.14	23.56	1.0	30 Chester River
		16.72	18.07	23.29	1.2	6 Harford Memo.
		15.47	17.46	23.23	21.6	12 Sinai Hosp.
		15.79	16.02	23.19	3.0	37 Easton
		17.46	17.95	22.91	3.2	32 Cecil County
		14.25	14.44	22.15	3.4	27 W.Maryland MC
		16.66	16.89	22.00	11.7	9 Hopkins Hosp
		14.26	15.03	21.68	6.2	1 Meritus M.C.
		13.70	15.15	21.07	4.8	19 Pen.Gen.
		15.41	15.60	20.47	1.9	39 Calvert Mem.
		13.10	14.51	19.77	1.3	49 Upper Chesapeak
		13.74	13.93	19.54	1.0	10 Dochester Hosp
		13.13	13.67	18.56	3.8	44 G.B.M.C
		12.03	14.13	18.53	5.7	13 Bon Secour
		11.48	11.57	16.13	1.0	51 Drs. P.G.
		11.03	11.07	14.84	2.1	45 McCread
		7.67	9.45	14.63	0.6	17 Garrett
MAINTENANCE MECHANIC I		16.30	17.77	23.74	206.9	
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MAINTENANCE MECHANIC II	21	27.59	31.81	41.27	9.6	18 Montgy. Gen.
		30.89	31.90	39.81	11.7	16 Wash.Adv.
		27.39	31.49	37.82	22.1	3 P.G.Gen.
		27.84	29.88	37.63	13.2	24 Union Mem.
		28.35	31.94	37.60	5.0	54 So. MD.
		27.92	29.94	37.11	18.9	5050 Shady Grove
		26.38	29.16	36.58	14.7	2004 Good Sam.
		26.18	27.14	35.23	45.6	29 Bayview
		25.01	27.64	34.91	16.1	34 Harbor
		24.52	28.57	34.83	16.3	40 Northwest
		25.03	26.62	34.58	23.3	1 Meritus M.C.
		24.94	26.64	34.41	8.2	22 Suburban
		26.03	28.07	34.35	15.0	51 Drs. P.G.
		25.50	27.35	34.27	19.0	15 Franklin Sqr.
		25.19	27.70	34.22	13.4	44 G.B.M.C
		23.22	25.36	32.82	24.4	43 BW Medical Ctr.
		21.38	26.96	32.78	1.7	13 Bon Secour
		23.43	24.41	32.70	7.6	37 Easton
		23.97	25.94	32.67	7.3	28 St. Marys
		25.57	26.99	32.24	24.7	23 A.Arundel
		25.44	26.14	32.11	160.4	9 Hopkins Hosp
		19.25	24.09	31.87	78.7	2 Univ. MD.
		24.39	26.13	31.67	6.2	32 Cecil County
		25.08	25.18	31.26	24.3	8 Mercy
		15.93	22.22	31.08	13.1	38 MD.General
		23.40	24.13	30.86	10.1	5 Frederic Memo.
		23.32	23.32	30.28	2.1	33 Carroll,
		21.55	22.52	30.06	15.5	7 St.Jose
		20.98	23.56	29.92	37.9	12 Sinai Hosp.
		22.57	23.03	29.92	8.0	48 Howard
		18.53	23.63	29.47	6.5	30 Chester River
		21.00	22.33	28.46	17.5	4 Holy Cross
		21.71	22.87	28.33	2.5	55 Laurel Re.
		19.91	22.37	28.03	2.0	35 Civista M. C
		21.49	21.82	27.81	10.2	11 St. Agnes
		20.56	22.11	27.78	3.4	61 Atlantic G.
		16.15	22.28	27.37	3.3	60 Ft. Washington
		19.92	22.65	27.37	1.1	45 McCread
		18.11	18.32	27.03	22.1	27 W.Maryland MC
		20.18	20.55	27.03	3.7	10 Dochester Hosp
		20.30	21.32	26.85	9.1	39 Calvert Mem.
		18.25	19.29	25.63	17.0	19 Pen.Gen.
		19.10	19.34	25.28	8.0	49 Upper Chesapeak
		18.82	19.67	25.04	6.3	6 Harford Memo.
		17.53	18.26	24.94	3.1	2001 Kernan
		15.47	17.46	23.77	7.2	17 Garrett
MAINTENANCE MECHANIC II		22.72	24.79	31.46	797.0	
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MATERIALS HANDLER, OPERATIONS LEVEL	45	17.70	18.63	25.23	30.3	22 Suburban
		15.72	17.39	23.94	44.0	24 Union Mem.
		17.40	19.21	23.87	33.2	23 A.Arundel
		16.93	18.21	23.18	3.6	55 Laurel Re.
		15.35	16.57	22.77	27.1	34 Harbor
		15.67	15.80	22.56	37.1	29 Bayview
		15.32	15.84	22.50	12.0	18 Montgy. Gen.
		15.36	15.37	21.38	26.0	33 Carroll,
		12.97	14.75	21.38	98.5	2 Univ. MD.
		12.87	14.61	21.22	40.7	1 Meritus M.C.
		13.94	14.98	20.90	32.0	48 Howard
		14.74	15.63	20.88	30.0	4 Holy Cross
		15.05	15.65	20.77	24.6	8 Mercy
		14.80	15.07	20.76	13.0	28 St. Marys
		11.27	12.98	20.42	14.9	38 MD.General
		14.04	15.45	20.41	8.9	51 Drs. P.G.
		14.98	15.69	20.34	11.0	3 P.G.Gen.
		14.87	15.31	20.27	110.3	9 Hopkins Hosp
		12.46	12.86	20.17	19.1	27 W.Maryland MC
		13.52	15.15	20.13	35.8	40 Northwest
		12.72	13.10	19.88	10.8	37 Easton
		13.25	14.00	19.85	54.4	2004 Good Sam.
		13.55	13.87	19.76	13.1	16 Wash.Adv.
		14.47	15.21	19.72	8.0	13 Bon Secour
		13.71	14.14	19.68	20.7	5 Frederic Memo.
		12.98	13.51	19.52	13.2	2001 Kernan
		14.09	14.60	19.47	5.7	6 Harford Memo.
		13.39	13.95	19.38	27.5	5050 Shady Grove
		13.63	13.73	19.32	2.8	10 Dochester Hosp
		13.66	14.55	19.31	6.7	35 Civista M. C
		13.73	14.03	19.22	11.5	49 Upper Chesapeak
		12.43	13.38	19.11	48.3	19 Pen.Gen.
		12.59	13.39	18.93	74.1	15 Franklin Sqr.
		12.65	13.52	18.92	27.0	12 Sinai Hosp.
		11.43	12.49	18.79	36.9	43 BW Medical Ctr.
		13.24	13.40	18.03	12.1	32 Cecil County
		12.99	13.30	17.90	4.2	39 Calvert Mem.
		12.33	12.33	17.22	1.5	61 Atlantic G.
		11.89	11.95	16.88	1.9	30 Chester River
		11.78	12.10	16.80	17.5	44 G.B.M.C
		11.55	11.65	15.93	22.4	11 St. Agnes
		10.35	11.21	15.45	2.0	60 Ft. Washington
		9.94	9.96	15.20	3.0	17 Garrett
		10.62	10.93	14.73	10.9	54 So. MD.
		8.89	10.44	14.16	3.0	45 McCread
MATERIALS HANDLER, OPERATIONS LEVEL		13.48	14.22	19.69	1,091.2	
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MATERIALS HANDLER, PROF. LEVEL	47	18.63	34.93	41.64	0.8	13 Bon Secour
		31.39	31.39	38.11	7.0	8 Mercy
		29.03	29.03	38.00	1.9	18 Montgy. Gen.
		30.61	30.70	37.96	10.9	15 Franklin Sqr.
		29.82	30.21	37.42	5.0	5050 Shady Grove
		28.39	28.40	36.43	6.0	22 Suburban
		28.44	28.45	36.06	9.4	24 Union Mem.
		28.12	28.23	35.56	8.6	34 Harbor
		27.97	28.02	35.50	6.9	16 Wash.Adv.
		27.61	27.68	34.95	8.4	2004 Good Sam.
		27.21	27.82	34.68	10.3	4 Holy Cross
		27.62	28.25	34.48	7.3	40 Northwest
		27.88	27.88	33.54	4.0	32 Cecil County
		25.54	26.01	32.61	7.8	12 Sinai Hosp.
		25.08	25.08	31.72	3.0	28 St. Marys
		25.43	25.43	31.68	5.0	44 G.B.M.C
		25.46	25.47	31.47	6.4	51 Drs. P.G.
		22.99	23.75	30.73	3.9	48 Howard
		23.28	23.28	29.77	3.0	49 Upper Chesapeak
		21.79	22.75	29.45	17.2	19 Pen.Gen.
		22.30	23.04	29.23	7.2	11 St. Agnes
		19.52	20.48	29.07	5.2	38 MD.General
		22.64	23.11	28.80	11.4	9 Hopkins Hosp
		9.34	23.18	28.34	2.4	60 Ft. Washington
		21.35	22.62	28.31	4.2	39 Calvert Mem.
		20.80	20.88	28.24	17.7	29 Bayview
		19.58	20.82	28.19	15.9	2 Univ. MD.
		22.51	22.51	28.16	5.9	6 Harford Memo.
		21.26	21.85	27.16	2.5	3 P.G.Gen.
		16.34	20.10	27.04	2.1	2001 Kernan
		22.14	22.16	26.96	5.0	54 So. MD.
		18.18	18.18	26.86	2.0	27 W.Maryland MC
		20.80	21.28	26.81	3.0	35 Civista M. C
		19.67	20.10	26.35	2.1	5 Frederic Memo.
		18.69	19.25	26.16	11.1	43 BW Medical Ctr.
		18.41	18.44	25.93	4.2	37 Easton
		18.59	18.84	25.92	6.1	1 Meritus M.C.
		18.83	20.64	25.40	28.2	23 A.Arundel
		18.24	18.27	24.44	1.0	10 Dochester Hosp
		19.83	19.83	24.31	1.0	45 McCreed
		17.42	17.42	23.68	3.0	33 Carroll,
		17.39	17.79	23.11	3.1	61 Atlantic G.
		14.64	14.96	20.91	2.0	17 Garrett
MATERIALS HANDLER, PROF. LEVEL		22.58	23.69	30.26	279.2	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MDCL. RCDS. & CODING CLERK	22	27.21	27.28	32.75	2.0	60 Ft. Washington
		19.82	21.38	29.02	16.9	18 Montgy. Gen.
		21.04	21.38	27.53	5.3	12 Sinai Hosp.
		19.93	20.54	26.69	14.9	5050 Shady Grove
		18.01	18.81	25.89	26.6	1 Meritus M.C.
		18.80	19.21	25.70	19.8	16 Wash.Adv.
		16.83	17.04	24.35	13.7	37 Easton
		12.43	18.42	23.84	11.9	11 St. Agnes
		18.37	18.37	23.57	8.0	35 Civista M. C
		17.35	17.39	23.53	21.9	19 Pen.Gen.
		17.25	17.84	23.21	6.8	44 G.B.M.C
		18.17	18.26	23.18	2.5	3 P.G.Gen.
		17.64	17.79	23.13	38.3	8 Mercy
		16.17	16.45	22.88	8.4	2001 Kernan
		17.60	18.01	22.57	21.1	23 A.Arundel
		15.73	16.24	22.48	13.9	22 Suburban
		17.06	17.27	22.33	14.0	39 Calvert Mem.
		15.67	15.67	21.71	8.0	33 Carroll,
		15.24	16.49	21.61	11.5	40 Northwest
		15.56	16.26	21.59	20.8	4 Holy Cross
		16.46	16.94	21.28	14.2	54 So. MD.
		14.89	15.31	21.27	18.9	48 Howard
		12.10	13.41	20.91	6.0	38 MD.General
		13.24	13.36	20.79	14.4	27 W.Maryland MC
		13.90	14.30	20.55	16.2	24 Union Mem.
		13.93	14.73	20.33	19.7	5 Frederic Memo.
		14.61	14.63	20.28	3.0	28 St. Marys
		15.08	15.22	20.18	74.8	9 Hopkins Hosp
		12.12	13.60	20.09	24.8	2 Univ. MD.
		13.71	13.97	20.01	16.3	7 St.Jose
		14.72	15.03	19.78	10.7	32 Cecil County
		13.12	13.29	19.75	34.1	29 Bayview
		14.62	14.62	19.49	1.4	6 Harford Memo.
		13.53	13.84	19.43	4.0	10 Dochester Hosp
		13.13	13.59	19.39	15.9	2004 Good Sam.
		12.93	13.48	19.37	7.7	34 Harbor
		12.00	12.83	19.16	30.3	43 BW Medical Ctr.
		13.90	13.93	19.01	4.1	30 Chester River
		12.83	13.26	18.78	28.1	15 Franklin Sqr.
		12.77	14.12	18.52	12.1	13 Bon Secour
		18.06	18.09	18.39	2.0	8994 U. UMCC
		13.22	13.40	18.14	8.7	51 Drs. P.G.
		12.76	12.84	17.77	6.7	61 Atlantic G.
		12.47	12.53	17.51	10.8	49 Upper Chesapeak
		13.44	13.45	17.41	4.8	45 McCreed
		12.25	12.59	16.97	4.1	55 Laurel Re.
		11.13	11.28	16.72	5.0	17 Garrett
		8.18	8.18	12.04	0.9	8992 U. MIEMSS
MDCL. RCDS. & CODING CLERK		15.23	15.75	21.27	685.7	
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MDCL. TECHNOLOGIST (A.S.C.P)	27	30.81	33.22	43.77	20.8	38 MD.General
		32.45	34.75	42.96	48.6	24 Union Mem.
		33.35	34.77	42.44	49.3	15 Franklin Sqr.
		32.24	34.18	42.08	28.4	34 Harbor
		31.74	32.66	42.05	31.6	37 Easton
		30.39	32.20	41.73	24.6	18 Montgy. Gen.
		31.09	32.77	40.84	12.8	10 Dochester Hosp
		29.35	31.61	40.72	38.4	7 St.Jose
		30.97	32.91	40.30	21.4	28 St. Marys
		30.28	32.23	39.92	23.1	5 Frederic Memo.
		28.63	30.78	39.16	30.6	22 Suburban
		29.22	31.46	39.13	39.5	2004 Good Sam.
		29.69	32.31	39.12	21.5	39 Calvert Mem.
		29.03	33.28	39.02	36.4	23 A.Arundel
		30.50	32.28	38.69	2.2	13 Bon Secour
		30.63	31.07	38.64	34.9	49 Upper Chesapeak
		27.60	30.85	38.35	52.5	11 St. Agnes
		28.40	30.81	38.06	51.3	4 Holy Cross
		30.29	32.08	38.04	20.6	32 Cecil County
		26.08	29.57	38.01	170.4	2 Univ. MD.
		30.79	31.30	38.00	43.6	8 Mercy
		29.97	29.97	37.71	25.5	33 Carroll,
		28.65	30.84	37.31	29.8	40 Northwest
		29.13	30.92	37.18	32.7	3 P.G.Gen.
		28.38	30.51	37.04	19.2	51 Drs. P.G.
		28.15	29.98	36.95	66.7	12 Sinai Hosp.
		27.40	30.62	36.90	7.9	55 Laurel Re.
		26.66	29.08	36.87	39.8	43 BW Medical Ctr.
		27.45	29.18	36.55	36.2	19 Pen.Gen.
		28.47	29.70	36.44	51.4	44 G.B.M.C
		25.66	27.98	36.16	0.1	29 Bayview
		29.53	29.78	36.16	22.8	6 Harford Memo.
		28.47	29.71	36.03	12.6	30 Chester River
		27.98	29.71	36.01	288.1	9 Hopkins Hosp
		28.09	29.16	35.60	18.6	35 Civista M. C
		25.35	27.46	34.88	0.0	48 Howard
		24.44	28.24	33.66	13.0	8992 U. MIEMSS
		26.29	27.34	32.60	21.2	54 So. MD.
		21.32	22.34	32.08	11.0	27 W.Maryland MC
		24.12	24.45	31.74	6.9	17 Garrett
		23.22	26.13	31.51	7.6	60 Ft. Washington
MDCL. TECHNOLOGIST (A.S.C.P)		28.59	30.49	37.81	1,513.9	
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MDCL. TRANSCRIPTIONIST	28	23.81	24.36	32.51	4.4	18 Montgy. Gen.
		23.66	24.73	31.33	3.5	5050 Shady Grove
		23.36	24.21	31.26	3.4	16 Wash.Adv.
		22.48	22.48	29.34	2.9	33 Carroll,
		22.60	22.60	28.53	1.0	44 G.B.M.C
		22.13	22.68	27.97	2.6	32 Cecil County
		20.40	21.68	27.23	7.8	9 Hopkins Hosp
		20.45	20.94	27.05	3.3	12 Sinai Hosp.
		20.87	21.37	26.95	3.1	51 Drs. P.G.
		16.80	19.71	26.89	12.2	1 Meritus M.C.
		18.83	21.00	26.66	15.5	8 Mercy
		20.42	20.42	26.62	1.0	28 St. Marys
		20.96	20.96	26.46	1.0	6 Harford Memo.
		19.35	19.66	26.43	15.2	24 Union Mem.
		19.71	19.73	26.18	10.0	2004 Good Sam.
		19.71	19.76	25.93	12.3	15 Franklin Sqr.
		19.31	20.41	25.90	3.9	40 Northwest
		19.60	19.79	25.79	1.7	49 Upper Chesapeak
		18.70	19.86	25.66	11.0	4 Holy Cross
		18.37	18.58	25.42	4.0	7 St.Jose
		18.65	18.88	25.30	2.4	34 Harbor
		19.59	19.59	25.21	10.2	11 St. Agnes
		20.48	20.49	25.14	2.0	54 So. MD.
		14.80	18.28	24.31	23.2	5 Frederic Memo.
		19.06	19.06	24.00	1.0	13 Bon Secour
		15.59	17.04	23.95	3.2	2 Univ. MD.
		16.06	16.54	23.78	1.5	37 Easton
		15.12	15.43	23.40	20.4	27 W.Maryland MC
		15.71	16.76	22.84	24.2	19 Pen.Gen.
		17.21	17.25	22.53	1.9	61 Atlantic G.
	17.04	17.15	22.21	2.1	35 Civista M. C	
	14.16	15.88	21.96	2.8	17 Garrett	
	15.67	16.66	21.65	2.2	39 Calvert Mem.	
	14.84	14.84	19.16	0.5	23 A.Arundel	
	14.63	14.63	18.98	1.0	8992 U. MIEMSS	
	10.89	11.52	17.73	17.9	43 BW Medical Ctr.	
	8.07	9.45	14.89	2.0	2001 Kernan	
MDCL. TRANSCRIPTIONIST		18.35	19.04	25.06	238.2	
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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	40.00	40.00	47.68	0.5	35 Civista M. C
		35.11	35.26	42.87	3.1	28 St. Marys
		25.40	33.94	42.85	1.2	2001 Kernan
		34.57	34.57	42.49	5.6	19 Pen.Gen.
		29.61	30.81	37.28	8.0	40 Northwest
		27.91	28.37	35.97	16.7	24 Union Mem.
		27.59	28.21	35.54	16.3	2004 Good Sam.
		27.81	28.35	35.35	2.3	5050 Shady Grove
		26.93	27.82	34.58	8.3	12 Sinai Hosp.
		26.48	26.51	34.26	9.2	22 Suburban
		24.68	24.76	34.00	8.5	38 MD.General
		25.45	25.82	33.05	3.1	16 Wash.Adv.
		23.98	24.81	32.23	9.9	43 BW Medical Ctr.
		26.32	26.93	32.18	12.1	23 A.Arundel
		24.65	24.99	32.11	11.6	48 Howard
		25.84	25.97	31.93	27.2	9 Hopkins Hosp
		25.65	26.33	31.88	15.2	32 Cecil County
		24.11	25.29	31.86	17.5	11 St. Agnes
		23.83	24.04	31.84	9.9	7 St.Jose
		24.79	25.28	31.80	17.3	4 Holy Cross
		22.71	23.91	31.67	39.2	2 Univ. MD.
		24.46	24.63	31.41	14.5	5 Frederic Memo.
		24.09	24.67	31.33	23.7	15 Franklin Sqr.
		23.34	23.37	30.22	8.9	34 Harbor
		22.16	22.35	29.88	11.8	29 Bayview
		22.41	22.41	29.26	10.3	33 Carroll,
		23.13	23.13	29.01	8.0	8 Mercy
		22.88	23.06	28.54	5.4	55 Laurel Re.
		19.44	19.48	28.50	11.0	27 W.Maryland MC
		22.19	22.22	28.09	12.4	44 G.B.M.C
		22.13	22.13	27.78	2.0	51 Drs. P.G.
		21.90	21.90	27.16	1.0	13 Bon Secour
		20.83	20.83	26.32	12.8	6 Harford Memo.
		20.03	20.22	26.28	26.4	49 Upper Chesapeak
		20.19	20.25	25.77	3.9	61 Atlantic G.
		17.84	17.84	24.20	1.0	17 Garrett
		18.50	18.72	23.69	19.7	3 P.G.Gen.
		17.18	18.85	23.68	5.6	60 Ft. Washington
		22.46	22.73	23.05	3.0	8994 U. UMCC
		17.28	17.28	22.63	3.9	30 Chester River
MEDICAL RECORDS TECHNICIAN ART		24.40	24.95	31.50	428.2	
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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	42.83	45.43	54.16	2.6	15 Franklin Sqr.
		39.47	43.81	53.71	5.4	1 Meritus M.C.
		39.78	43.93	52.90	2.0	2004 Good Sam.
		45.49	45.78	52.48	3.7	23 A.Arundel
		35.20	41.76	51.75	4.5	22 Suburban
		36.40	42.36	51.14	4.7	4 Holy Cross
		36.60	41.12	50.34	6.2	11 St. Agnes
		40.78	41.01	49.58	3.1	34 Harbor
		37.76	40.68	48.68	5.6	12 Sinai Hosp.
		32.89	39.81	48.57	2.5	43 BW Medical Ctr.
		37.70	39.78	48.47	2.5	24 Union Mem.
		38.02	41.71	48.35	4.6	32 Cecil County
		33.86	36.61	47.67	3.1	38 MD.General
		36.24	38.20	47.59	4.7	29 Bayview
		35.48	38.69	47.35	2.8	16 Wash.Adv.
		36.61	38.21	46.78	3.6	49 Upper Chesapeak
		30.92	33.45	46.05	5.4	27 W.Maryland MC
		33.01	36.29	45.56	11.9	2 Univ. MD.
		31.73	37.17	44.52	2.7	35 Civista M. C
		33.65	37.08	44.37	9.7	8 Mercy
		32.35	36.20	43.09	39.4	9 Hopkins Hosp
		35.77	35.84	42.81	1.7	6 Harford Memo.
		31.76	34.06	41.93	6.0	19 Pen.Gen.
		30.50	31.27	40.47	1.8	37 Easton
		28.53	32.30	39.99	2.0	5 Frederic Memo.
		31.06	31.09	37.51	1.9	30 Chester River
		28.46	30.76	37.11	3.3	61 Atlantic G.
		28.31	28.67	36.20	1.0	10 Dochester Hosp
MRI TECHNOLOGIST		35.04	37.97	46.40	148.5	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
NUCLEAR MEDICINE TECHNOLOGIST (REG.)	29	30.95	53.16	66.76	2.0	38 MD.General
		37.43	51.52	62.93	1.7	22 Suburban
		37.92	48.82	61.26	2.4	18 Montgy. Gen.
		38.33	48.61	56.79	3.4	55 Laurel Re.
		40.04	45.14	53.44	2.9	39 Calvert Mem.
		41.88	42.87	52.67	4.8	1 Meritus M.C.
		38.56	44.35	52.52	2.9	35 Civista M. C
		39.16	43.17	52.24	5.5	43 BW Medical Ctr.
		42.68	44.88	51.51	22.4	23 A.Arundel
		40.08	43.67	51.30	9.1	3 P.G.Gen.
		37.80	42.62	50.93	3.1	28 St. Marys
		40.30	42.84	50.46	4.6	40 Northwest
		40.77	41.61	50.34	4.5	2004 Good Sam.
		22.34	43.59	50.30	1.6	60 Ft. Washington
		38.85	41.31	50.26	2.4	16 Wash.Adv.
		40.92	42.33	49.94	2.8	6 Harford Memo.
		35.74	40.30	49.93	3.6	29 Bayview
		34.89	40.30	48.81	5.1	4 Holy Cross
		37.73	39.72	48.71	10.5	11 St. Agnes
		35.92	38.32	48.45	8.3	37 Easton
		39.81	40.34	48.32	15.1	44 G.B.M.C
		36.36	39.85	48.31	7.4	19 Pen.Gen.
		34.27	39.67	47.91	3.0	5050 Shady Grove
		36.93	39.72	47.88	6.1	15 Franklin Sqr.
		36.41	41.21	47.70	2.4	54 So. MD.
		34.44	39.62	47.10	5.9	51 Drs. P.G.
		32.63	33.84	46.55	11.1	27 W.Maryland MC
		36.55	37.82	46.34	6.8	49 Upper Chesapeak
		35.74	37.52	46.14	10.3	48 Howard
		31.05	37.79	46.14	3.4	5 Frederic Memo.
		36.46	39.38	45.85	5.5	32 Cecil County
		33.50	38.68	45.80	5.8	13 Bon Secour
	35.59	37.22	45.66	5.1	24 Union Mem.	
	31.03	36.13	45.39	6.6	2 Univ. MD.	
	35.55	37.64	45.34	11.5	12 Sinai Hosp.	
	34.12	36.47	44.99	3.7	33 Carroll,	
	35.97	37.74	44.78	13.7	9 Hopkins Hosp	
	33.75	36.62	44.76	4.0	34 Harbor	
	35.35	37.16	44.46	5.4	8 Mercy	
	31.57	34.46	44.07	5.1	7 St.Jose	
	31.31	31.31	39.56	1.9	17 Garrett	
	29.38	30.51	38.28	1.1	10 Dochester Hosp	
	30.67	30.72	37.11	2.0	30 Chester River	
	28.16	28.16	34.31	2.7	61 Atlantic G.	
NUCLEAR MEDICINE TECHNOLOGIST (REG.) =====		35.66	39.97	48.46	249.2	

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NURSE EDUCATORS	58	48.05	48.05	56.45	4.9	8 Mercy
		40.97	45.82	56.39	20.5	22 Suburban
		43.97	43.97	54.03	4.0	29 Bayview
		42.21	46.47	53.23	22.2	23 A.Arundel
		41.03	41.03	52.77	6.0	38 MD.General
		41.53	41.53	52.69	4.0	18 Montgy. Gen.
		43.54	43.54	52.35	2.5	34 Harbor
		43.18	43.62	51.31	8.6	40 Northwest
		42.35	42.35	51.29	9.9	24 Union Mem.
		41.81	42.84	51.11	9.5	44 G.B.M.C
		39.93	40.46	51.11	7.8	7 St.Jose
		39.48	41.93	51.07	15.5	48 Howard
		42.49	42.85	51.05	17.4	12 Sinai Hosp.
		42.20	42.20	50.99	9.4	2004 Good Sam.
		43.33	43.33	50.89	24.6	9 Hopkins Hosp
		40.43	41.70	50.76	15.6	49 Upper Chesapeak
		40.51	41.16	50.40	7.9	11 St. Agnes
		41.00	41.00	50.06	8.0	33 Carroll,
		40.97	41.15	49.56	11.8	5050 Shady Grove
		38.47	40.04	48.85	4.3	16 Wash.Adv.
		38.39	38.39	47.92	17.0	2 Univ. MD.
		36.14	38.20	47.47	11.6	1 Meritus M.C.
		39.90	39.90	47.27	4.6	6 Harford Memo.
		37.76	38.88	47.20	10.5	4 Holy Cross
		39.63	39.68	47.17	7.5	51 Drs. P.G.
		40.44	40.63	47.12	1.0	60 Ft. Washington
		37.78	38.76	46.82	12.2	15 Franklin Sqr.
		33.95	33.98	46.72	6.0	27 W.Maryland MC
		38.89	38.89	46.44	3.4	35 Civista M. C
		36.14	36.19	46.05	5.7	37 Easton
		39.02	39.07	45.36	5.0	54 So. MD.
		36.83	37.08	45.26	17.2	19 Pen.Gen.
		37.55	37.99	44.95	2.6	30 Chester River
		37.49	37.65	44.68	3.5	55 Laurel Re.
		37.62	38.11	44.49	2.5	32 Cecil County
		34.27	35.42	43.79	9.0	43 BW Medical Ctr.
		35.13	35.25	43.63	0.8	10 Dochester Hosp
		34.68	34.75	42.74	6.1	5 Frederic Memo.
		35.24	35.36	42.08	4.8	61 Atlantic G.
		35.10	35.31	42.05	12.8	3 P.G.Gen.
		32.57	33.04	40.44	5.7	28 St. Marys
		33.01	33.36	40.29	5.4	39 Calvert Mem.
		30.68	31.02	37.29	3.0	13 Bon Secour
		31.58	31.58	37.26	0.5	8992 U. MIEMSS
		31.55	31.55	36.99	1.2	45 McCread
		27.37	27.62	35.35	0.2	17 Garrett
NURSE EDUCATORS		38.40	38.97	47.24	374.0	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
NURSE MGR. A	59	42.67	55.44	62.90	4.5	23 A.Arundel
		49.69	49.69	58.76	14.6	44 G.B.M.C
		42.87	47.56	58.39	24.9	22 Suburban
		42.25	49.55	58.08	31.7	51 Drs. P.G.
		47.16	47.16	57.60	1.0	29 Bayview
		48.22	48.51	57.26	52.6	12 Sinai Hosp.
		40.86	48.67	56.90	11.6	13 Bon Secour
		47.07	47.07	56.45	13.3	24 Union Mem.
		39.46	44.00	55.60	20.0	18 Montgy. Gen.
		42.23	45.68	55.28	5.1	48 Howard
		44.92	44.92	55.24	1.0	2 Univ. MD.
		42.72	43.82	55.05	42.2	7 St.Jose
		45.16	45.20	53.91	18.9	15 Franklin Sqr.
		44.36	44.38	53.39	15.2	2004 Good Sam.
		43.60	43.92	53.33	7.3	33 Carroll,
		43.72	43.72	52.78	8.6	5 Frederic Memo.
		42.40	43.77	52.46	6.3	5050 Shady Grove
		41.42	43.17	52.33	3.9	16 Wash.Adv.
		40.46	43.30	52.21	4.8	4 Holy Cross
		43.14	43.14	51.92	10.0	34 Harbor
		37.40	41.86	51.21	54.0	11 St. Agnes
		36.97	39.72	50.05	16.3	37 Easton
		42.94	42.94	49.66	7.0	32 Cecil County
		41.47	41.47	49.31	2.0	35 Civista M. C
		37.54	40.52	47.84	16.1	55 Laurel Re.
		40.20	40.20	47.81	2.5	8 Mercy
		37.99	40.16	47.41	54.0	3 P.G.Gen.
		39.23	39.23	46.85	2.0	39 Calvert Mem.
		35.52	40.03	46.47	3.1	60 Ft. Washington
		36.36	36.72	43.55	9.0	61 Atlantic G.
		33.25	34.96	43.31	5.1	10 Dochester Hosp
		32.87	37.37	43.28	4.0	45 McCread
		33.09	33.09	40.86	1.9	19 Pen.Gen.
		30.32	32.32	40.71	2.9	17 Garrett
		28.94	29.55	37.39	3.0	43 BW Medical Ctr.
NURSE MGR. A		40.53	42.65	51.30	480.4	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
NURSE MGR. B	60	56.24	56.24	67.54	5.0	1 Meritus M.C.
		52.58	54.28	65.10	4.3	49 Upper Chesapeak
		55.56	55.56	64.98	15.0	12 Sinai Hosp.
		51.55	51.55	62.97	13.0	22 Suburban
		53.47	53.47	62.39	4.0	51 Drs. P.G.
		48.99	49.21	61.38	19.0	7 St.Jose
		49.39	49.69	60.60	2.0	2 Univ. MD.
		50.64	50.64	59.88	19.0	15 Franklin Sqr.
		47.04	47.04	59.70	11.0	38 MD.General
		50.05	50.05	59.65	14.1	2004 Good Sam.
		47.25	47.25	59.42	6.4	18 Montgy. Gen.
		50.72	50.72	59.16	4.0	6 Harford Memo.
		49.35	49.35	58.96	17.0	24 Union Mem.
		50.78	50.69	58.93	61.6	9 Hopkins Hosp
		49.02	49.02	58.68	15.0	4 Holy Cross
		48.66	48.66	58.63	10.0	33 Carroll,
		48.63	48.63	57.94	10.0	34 Harbor
		48.57	48.57	57.79	12.5	5050 Shady Grove
		44.86	49.08	57.29	21.2	40 Northwest
		48.43	48.43	56.87	11.8	8 Mercy
		48.05	48.05	56.86	2.0	28 St. Marys
		46.29	46.29	56.62	4.0	29 Bayview
		47.05	47.05	56.50	9.0	5 Frederic Memo.
		48.65	48.65	55.79	10.4	54 So. MD.
		44.05	46.16	55.65	8.6	16 Wash.Adv.
		45.00	45.00	54.87	12.0	11 St. Agnes
		44.40	44.82	54.31	14.0	48 Howard
		30.28	47.09	53.90	4.4	23 A.Arundel
		45.40	45.40	53.73	3.0	39 Calvert Mem.
		38.54	38.54	52.45	16.4	27 W.Maryland MC
		45.01	45.01	51.83	1.0	60 Ft. Washington
		40.62	40.62	49.46	11.5	43 BW Medical Ctr.
		40.32	40.42	48.15	7.8	35 Civista M. C
		38.81	39.73	46.82	3.0	30 Chester River
		39.18	39.18	46.32	2.7	3 P.G.Gen.
		36.64	37.05	46.11	3.0	17 Garrett
		35.53	35.53	45.30	1.0	37 Easton
NURSE MGR. B		46.37	47.10	56.55	389.8	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
NURSE MGR. C	61	44.16	55.71	64.88	4.7	51 Drs. P.G.
		42.86	50.70	63.13	2.7	7 St.Jose
		51.49	51.89	62.88	20.2	29 Bayview
		55.29	55.29	62.66	1.0	45 McCread
		42.68	52.31	62.21	4.3	43 BW Medical Ctr.
		43.12	52.02	62.07	2.9	4 Holy Cross
		45.53	49.77	60.93	5.2	22 Suburban
		49.32	49.32	59.37	5.5	33 Carroll,
		43.60	47.00	59.12	5.4	18 Montgy. Gen.
		49.99	49.99	58.85	2.0	39 Calvert Mem.
		49.27	49.48	58.31	5.2	12 Sinai Hosp.
		45.89	49.34	57.65	3.3	6 Harford Memo.
		44.86	47.53	56.79	6.6	19 Pen.Gen.
		47.57	48.33	56.35	40.7	9 Hopkins Hosp
		40.23	47.77	56.14	7.8	8 Mercy
		44.45	46.88	55.59	8.3	28 St. Marys
		44.20	45.44	55.03	5.8	49 Upper Chesapeak
		42.52	47.58	54.62	3.9	54 So. MD.
		43.45	43.45	54.27	4.8	37 Easton
		47.10	47.10	53.98	5.2	8992 U. MIEMSS
		43.03	44.33	53.89	4.2	10 Dochester Hosp
		41.12	45.85	52.79	3.6	32 Cecil County
		38.55	42.32	52.33	6.1	2 Univ. MD.
		37.18	39.92	51.49	4.8	38 MD.General
		38.69	42.13	51.00	6.0	5 Frederic Memo.
		40.71	43.31	50.97	7.5	40 Northwest
		39.07	43.32	50.94	4.0	55 Laurel Re.
		36.34	43.28	50.86	4.5	3 P.G.Gen.
		36.37	39.67	48.65	5.0	11 St. Agnes
		35.43	39.55	46.60	5.2	61 Atlantic G.
		30.31	37.39	46.50	2.0	17 Garrett
		36.89	38.90	46.45	3.9	35 Civista M. C
NURSE MGR. C		42.85	46.46	55.54	202.3	
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NURSE MGR. D	62	65.35	65.35	77.16	4.1	4 Holy Cross
		63.19	63.19	74.17	4.0	2004 Good Sam.
		59.39	59.39	73.68	2.0	18 Montgy. Gen.
		61.93	61.93	72.30	3.0	15 Franklin Sqr.
		60.87	60.87	71.96	5.0	5 Frederic Memo.
		59.80	59.80	70.19	4.0	34 Harbor
		58.70	58.70	69.19	5.0	24 Union Mem.
		58.79	58.79	66.64	2.0	32 Cecil County
		55.06	55.25	66.63	24.8	29 Bayview
		56.01	56.01	65.21	4.0	8 Mercy
		51.79	57.58	65.19	13.1	23 A.Arundel
		53.80	53.94	64.52	1.0	48 Howard
		54.31	54.31	63.32	2.0	51 Drs. P.G.
		53.67	53.67	62.91	1.0	35 Civista M. C
		42.93	55.24	62.83	2.1	60 Ft. Washington
		52.12	52.12	61.85	5.9	19 Pen.Gen.
		47.07	47.07	59.73	1.0	38 MD.General
		48.87	48.87	58.93	13.5	49 Upper Chesapeak
		49.19	49.19	58.80	4.0	43 BW Medical Ctr.
		47.97	47.97	58.67	29.1	2 Univ. MD.
		49.64	50.16	58.50	6.0	55 Laurel Re.
		49.49	49.49	56.56	6.0	8992 U. MIEMSS
		46.49	46.90	54.88	10.1	3 P.G.Gen.
		43.65	43.65	51.77	1.1	39 Calvert Mem.
		42.80	43.03	50.71	5.1	6 Harford Memo.
		41.05	41.17	48.38	2.9	30 Chester River
		37.31	37.56	46.69	1.9	17 Garrett
		31.81	31.81	32.17	3.0	8994 U. UMCC
NURSE MGR. D		51.54	52.25	61.56	166.7	
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NURSE PRACT./CLINICAL NURSE SPEC.	31	76.19	79.60	88.92	3.7	32 Cecil County
		60.32	73.52	88.18	28.9	11 St. Agnes
		65.00	65.00	75.04	0.4	13 Bon Secour
		55.41	55.41	63.73	1.1	30 Chester River
		52.11	52.16	61.25	34.2	12 Sinai Hosp.
		49.18	49.84	60.58	31.6	29 Bayview
		50.66	50.69	60.20	6.7	34 Harbor
		49.33	49.33	59.38	1.5	33 Carroll,
		47.97	48.07	58.02	11.8	49 Upper Chesapeak
		44.57	47.08	57.67	98.5	2 Univ. MD.
		46.97	47.87	57.25	7.5	2004 Good Sam.
		48.67	49.16	57.25	171.3	9 Hopkins Hosp
		47.28	47.31	56.71	16.5	24 Union Mem.
		44.94	47.12	56.53	8.2	4 Holy Cross
		45.62	45.86	56.45	23.8	22 Suburban
		43.99	44.45	55.79	17.9	7 St.Jose
		45.75	46.78	55.64	17.6	15 Franklin Sqr.
		45.19	46.09	55.58	19.1	16 Wash.Adv.
		46.06	47.54	54.38	4.2	23 A.Arundel
		44.19	44.97	53.79	9.7	5050 Shady Grove
		45.63	45.63	53.57	0.2	6 Harford Memo.
		41.55	41.55	53.37	5.0	38 MD.General
		42.76	44.84	53.35	3.0	28 St. Marys
		45.26	46.31	53.13	23.8	8992 U. MIEMSS
		41.21	44.08	52.49	14.5	44 G.B.M.C
		43.98	44.31	52.33	9.5	8 Mercy
		42.35	42.82	51.85	11.1	43 BW Medical Ctr.
		38.30	42.10	51.81	4.5	1 Meritus M.C.
		37.25	37.96	51.72	10.1	27 W.Maryland MC
		43.75	43.75	51.67	3.6	51 Drs. P.G.
		42.29	43.51	51.12	5.6	3 P.G.Gen.
		39.42	42.38	51.10	1.2	19 Pen.Gen.
		40.59	40.73	49.43	26.6	5 Frederic Memo.
		37.07	37.07	46.43	3.9	2001 Kernan
		37.48	37.48	44.48	1.3	55 Laurel Re.
		33.89	35.95	44.39	1.0	48 Howard
		37.14	37.16	44.02	2.0	61 Atlantic G.
		34.37	34.37	41.40	3.8	35 Civista M. C
NURSE PRACT./CLINICAL NURSE SPEC.		45.62	46.84	56.05	644.7	
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OCCUP. THERAPIST	63	40.81	55.23	66.82	2.1	11 St. Agnes
		42.32	54.62	64.60	4.0	19 Pen.Gen.
		55.00	55.00	62.34	0.7	45 McCread
		48.00	50.12	58.46	0.5	55 Laurel Re.
		46.01	46.01	54.17	5.1	51 Drs. P.G.
		42.37	44.40	53.84	3.7	49 Upper Chesapeak
		42.61	42.81	52.95	5.0	22 Suburban
		44.47	44.47	52.29	1.0	6 Harford Memo.
		40.38	41.05	52.12	2.9	18 Montgy. Gen.
		43.21	43.26	50.84	2.2	3 P.G.Gen.
		37.30	42.84	50.71	7.9	8 Mercy
		41.98	41.98	50.64	2.0	34 Harbor
		38.57	42.14	50.53	4.8	15 Franklin Sqr.
		30.74	38.79	50.19	4.7	38 MD.General
		43.42	43.42	50.12	0.5	60 Ft. Washington
		37.64	39.09	49.50	9.9	7 St.Jose
		37.83	40.44	49.04	15.7	2004 Good Sam.
		38.23	39.08	47.43	7.3	4 Holy Cross
		35.57	38.67	47.33	8.1	43 BW Medical Ctr.
		39.31	39.44	47.05	1.5	35 Civista M. C
		37.94	39.10	46.94	7.6	44 G.B.M.C
		36.53	38.09	46.62	14.9	24 Union Mem.
		37.19	37.40	46.58	10.0	1 Meritus M.C.
		38.27	39.25	46.53	6.3	40 Northwest
		37.81	37.81	46.37	1.7	16 Wash.Adv.
		34.86	38.35	45.86	4.7	39 Calvert Mem.
		35.22	35.58	43.97	6.2	48 Howard
		33.84	34.14	43.72	3.0	37 Easton
		33.60	34.51	43.46	22.1	29 Bayview
		37.22	37.35	43.41	6.6	23 A.Arundel
		34.82	35.53	43.03	22.1	12 Sinai Hosp.
		32.54	34.68	42.37	1.1	5050 Shady Grove
		30.22	30.34	42.15	4.8	27 W.Maryland MC
	35.08	35.77	41.77	4.2	54 So. MD.	
	31.73	32.55	41.26	18.1	2001 Kernan	
	32.98	32.98	41.07	2.0	10 Dochester Hosp	
	33.21	34.23	40.95	32.7	9 Hopkins Hosp	
	33.06	33.11	40.51	2.8	28 St. Marys	
	30.03	30.03	38.54	29.8	2 Univ. MD.	
	24.26	26.04	31.76	2.8	13 Bon Secour	
OCCUP. THERAPIST =====		37.65	39.49	47.95	292.8	

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OTHER HOSPITAL SPECIFIC	70	82.66	94.90	111.39	96.7	49 Upper Chesapeake
		45.95	52.73	59.97	38.7	23 A.Arundel
		48.44	49.69	59.02	31.0	5050 Shady Grove
		48.61	50.07	57.18	32.1	8992 U. MIEMSS
		46.36	46.36	54.76	3.0	35 Civista M. C
		42.60	43.82	53.05	32.8	16 Wash.Adv.
		40.86	42.58	52.68	73.6	22 Suburban
		42.67	44.40	52.39	30.5	51 Drs. P.G.
		44.55	44.58	51.43	19.2	32 Cecil County
		40.40	41.27	48.68	21.1	13 Bon Secour
		36.26	37.11	46.18	7.1	17 Garrett
		38.65	39.57	45.98	2.4	60 Ft. Washington
		35.04	37.37	45.97	76.8	11 St. Agnes
		38.20	38.33	45.29	4.0	61 Atlantic G.
		33.78	34.32	45.03	51.6	38 MD.General
		35.83	37.26	44.88	151.7	44 G.B.M.C
		34.42	35.56	43.44	91.4	4 Holy Cross
		32.93	33.32	42.80	114.8	37 Easton
		33.52	35.47	42.41	32.4	6 Harford Memo.
		32.67	34.80	42.36	21.1	28 St. Marys
		34.58	35.28	42.18	26.0	40 Northwest
		30.82	33.21	42.10	343.5	2 Univ. MD.
		32.32	33.73	41.94	65.1	43 BW Medical Ctr.
		32.07	32.63	41.27	215.7	1 Meritus M.C.
		31.73	32.53	41.24	50.3	2001 Kernan
		34.43	34.45	41.13	21.0	30 Chester River
		32.75	33.76	41.09	182.8	12 Sinai Hosp.
		32.28	33.03	40.82	184.9	5 Frederic Memo.
		32.21	32.69	40.71	148.7	24 Union Mem.
		30.28	31.30	40.67	80.7	18 Montgy. Gen.
		30.59	31.58	40.19	226.3	29 Bayview
		31.60	32.33	40.02	86.3	19 Pen.Gen.
		31.36	31.96	39.92	98.1	48 Howard
		30.14	30.77	38.57	35.0	10 Dochester Hosp
		26.83	27.46	38.53	114.2	27 W.Maryland MC
		26.47	30.52	37.12	54.8	39 Calvert Mem.
		29.17	29.59	37.06	125.7	2004 Good Sam.
		28.96	29.28	36.95	102.2	33 Carroll,
		28.84	29.53	36.67	205.6	15 Franklin Sqr.
		28.22	28.76	36.14	76.5	34 Harbor
		28.04	29.46	35.57	131.2	3 P.G.Gen.
		26.46	27.19	35.54	143.8	7 St.Jose
		26.72	27.62	33.59	60.2	55 Laurel Re.
		24.93	25.34	31.44	145.8	8 Mercy
		24.96	25.52	31.43	1,039.7	9 Hopkins Hosp
		24.18	25.13	30.18	154.5	54 So. MD.
		23.46	23.46	28.23	3.7	45 McCread
		25.21	25.38	25.71	20.1	8994 U. UMCC
OTHER HOSPITAL SPECIFIC		34.46	35.77	43.56	5,074.5	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
OTHER NON-HOSPITAL SPECIFIC	71	44.62	44.85	56.59	25.6	18 Montgy. Gen.
		47.93	47.93	54.97	3.0	60 Ft. Washington
		45.26	45.34	54.57	77.5	24 Union Mem.
		42.82	43.08	52.23	49.3	16 Wash.Adv.
		42.25	42.54	51.09	48.3	5050 Shady Grove
		39.76	40.62	50.43	73.6	22 Suburban
		40.17	40.22	48.71	52.3	34 Harbor
		37.71	38.26	47.78	324.3	2 Univ. MD.
		36.61	40.02	47.29	14.8	13 Bon Secour
		38.48	38.75	46.81	112.6	15 Franklin Sqr.
		39.86	39.86	46.37	17.9	32 Cecil County
		35.30	38.15	44.27	110.9	23 A.Arundel
		35.32	35.64	43.74	88.4	2004 Good Sam.
		34.20	34.65	43.61	207.1	29 Bayview
		37.22	37.22	43.33	3.0	8992 U. MIEMSS
		33.91	34.07	42.30	63.2	33 Carroll,
		34.21	34.56	42.09	32.4	28 St. Marys
		34.24	35.08	41.96	90.8	40 Northwest
		30.82	30.99	41.19	42.4	38 MD.General
		31.56	32.02	40.66	12.7	2001 Kernan
		33.28	33.29	40.20	28.2	35 Civista M. C
		31.61	31.94	39.89	86.7	48 Howard
		31.32	32.21	39.39	200.9	12 Sinai Hosp.
		30.89	30.94	38.90	56.5	43 BW Medical Ctr.
		20.63	32.03	38.53	1.0	30 Chester River
		31.14	31.45	37.90	1,085.4	9 Hopkins Hosp
		32.25	32.25	37.74	6.5	45 McCread
		29.76	30.10	37.54	59.3	49 Upper Chesapeak
		29.42	29.99	37.35	90.2	11 St. Agnes
		30.53	30.68	37.14	60.6	6 Harford Memo.
		29.14	29.71	37.10	38.6	5 Frederic Memo.
		25.77	26.16	36.89	88.1	27 W.Maryland MC
		29.30	29.58	35.75	18.9	55 Laurel Re.
		26.71	27.23	35.58	133.4	7 St.Jose
		27.86	28.60	35.56	234.7	4 Holy Cross
		28.28	28.72	35.16	201.7	8 Mercy
		28.09	28.79	34.83	44.9	3 P.G.Gen.
		27.40	27.63	33.74	24.4	61 Atlantic G.
		26.50	27.37	33.61	69.2	39 Calvert Mem.
		26.26	26.91	33.06	91.7	51 Drs. P.G.
		25.09	25.23	32.62	16.2	17 Garrett
		23.43	23.87	31.52	17.7	1 Meritus M.C.
		24.73	25.14	31.36	196.9	44 G.B.M.C
		22.65	23.00	29.73	107.2	19 Pen.Gen.
		21.17	21.81	26.58	74.9	54 So. MD.
		26.11	26.23	26.56	13.2	8994 U. UMCC
		17.62	18.21	24.38	6.3	10 Dochester Hosp
		16.22	16.38	23.59	25.6	37 Easton
OTHER NON-HOSPITAL SPECIFIC		31.57	32.28	39.63	4,529.0	
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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	17.07	19.52	25.99	8.8	48 Howard
		17.00	18.00	23.88	42.5	5050 Shady Grove
		12.95	18.16	23.00	22.2	13 Bon Secour
		15.20	17.61	22.52	38.1	55 Laurel Re.
		14.82	15.16	21.84	42.4	29 Bayview
		14.03	15.81	21.59	26.8	15 Franklin Sqr.
		14.47	16.38	21.09	126.1	3 P.G.Gen.
		14.28	14.55	20.84	9.7	24 Union Mem.
		11.68	13.21	20.69	21.3	38 MD.General
		12.52	14.10	20.65	369.9	2 Univ. MD.
		14.92	15.53	20.52	3.2	9 Hopkins Hosp
		14.45	15.45	20.41	23.9	6 Harford Memo.
		13.99	15.04	20.37	64.6	49 Upper Chesapeak
		12.53	12.99	20.33	46.2	27 W.Maryland MC
		13.58	14.18	20.04	15.2	2004 Good Sam.
		13.15	14.46	20.03	121.9	5 Frederic Memo.
		13.95	15.61	19.99	46.1	23 A.Arundel
		13.19	14.36	19.99	24.7	28 St. Marys
		10.84	15.20	19.75	7.5	60 Ft. Washington
		13.17	13.73	19.61	28.6	16 Wash.Adv.
		13.63	14.37	19.33	168.9	44 G.B.M.C
		14.03	15.15	19.33	75.5	54 So. MD.
		13.05	14.23	19.29	34.1	4 Holy Cross
		11.48	13.23	19.20	71.7	2001 Kernan
		12.75	14.05	19.08	19.7	61 Atlantic G.
		13.04	13.09	18.95	3.5	34 Harbor
		12.52	13.49	18.88	203.1	12 Sinai Hosp.
		12.20	12.78	18.53	19.0	22 Suburban
		11.12	12.14	18.41	73.5	43 BW Medical Ctr.
		11.32	12.70	18.36	120.4	19 Pen.Gen.
		13.31	13.45	18.35	74.1	8 Mercy
		12.34	13.64	18.30	45.5	32 Cecil County
		10.40	12.97	17.75	14.0	40 Northwest
		12.26	13.38	17.63	68.0	8992 U. MIEMSS
		11.94	12.94	17.44	84.2	11 St. Agnes
		11.11	11.11	16.94	0.4	18 Montgy. Gen.
		9.82	10.69	15.01	9.3	35 Civista M. C
		12.46	13.92	14.20	46.1	8994 U. UMCC
PATIENT CARE/NURSING AIDE I		13.07	14.38	19.69	2,220.8	
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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	16.14	18.15	25.22	66.6	18 Montgy. Gen.
		18.43	19.76	24.84	9.5	3 P.G.Gen.
		17.30	19.82	24.58	4.0	8992 U. MIEMSS
		16.56	17.94	24.44	95.2	22 Suburban
		15.74	19.44	24.32	11.0	60 Ft. Washington
		14.71	16.71	23.58	68.5	2 Univ. MD.
		15.34	17.18	23.45	156.8	16 Wash.Adv.
		17.09	18.08	23.30	320.3	9 Hopkins Hosp
		15.98	16.81	22.99	65.0	33 Carroll,
		15.23	16.41	22.88	140.5	7 St.Jose
		15.06	16.67	22.87	93.6	34 Harbor
		14.68	16.67	22.80	125.7	48 Howard
		15.21	17.01	22.77	205.9	5050 Shady Grove
		15.89	17.01	22.74	59.3	12 Sinai Hosp.
		16.82	18.24	22.69	37.1	54 So. MD.
		15.15	16.82	22.67	78.3	28 St. Marys
		16.01	17.74	22.66	13.0	55 Laurel Re.
		16.63	17.49	22.65	37.4	6 Harford Memo.
		13.79	17.81	22.62	46.5	13 Bon Secour
		15.36	15.80	22.55	253.8	29 Bayview
		14.85	16.09	22.52	134.9	24 Union Mem.
		14.32	16.42	22.47	63.1	19 Pen.Gen.
		15.01	16.59	22.42	80.4	5 Frederic Memo.
		13.19	15.67	22.39	157.4	1 Meritus M.C.
		14.97	17.21	22.39	132.1	40 Northwest
		15.15	16.85	22.27	134.3	4 Holy Cross
		14.62	16.23	22.05	238.9	15 Franklin Sqr.
		14.42	15.96	22.01	165.6	2004 Good Sam.
		15.04	17.08	21.57	206.5	23 A.Arundel
		14.90	16.50	21.56	158.6	51 Drs. P.G.
		15.30	16.02	21.50	97.0	49 Upper Chesapeak
		12.58	14.70	21.20	221.0	43 BW Medical Ctr.
		14.83	15.85	20.98	40.7	44 G.B.M.C
		15.49	15.79	20.92	110.7	8 Mercy
		12.73	14.01	20.90	69.4	37 Easton
		14.47	15.64	20.86	31.9	30 Chester River
		13.59	15.04	20.80	25.2	10 Dochester Hosp
		11.94	13.30	20.79	88.3	38 MD.General
		14.57	15.82	20.63	22.1	32 Cecil County
		12.79	15.35	20.26	136.9	11 St. Agnes
		13.12	14.06	19.88	28.6	17 Garrett
		11.83	12.60	19.84	111.7	27 W.Maryland MC
		12.67	14.08	19.12	21.6	61 Atlantic G.
		12.75	14.27	18.98	43.0	39 Calvert Mem.
		13.14	13.91	18.60	64.2	35 Civista M. C
		12.29	12.82	16.73	14.1	45 McCread
		13.52	13.52	13.80	0.8	8994 U. UMCC
PATIENT CARE/NURSING AIDE II		14.71	16.23	21.79	4,486.6	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PHARMACY TECH.	34	21.63	23.31	28.28	24.6	23 A.Arundel
		18.65	20.58	27.17	14.1	48 Howard
		18.24	19.83	26.01	19.6	15 Franklin Sqr.
		17.96	19.05	25.76	17.5	24 Union Mem.
		17.62	20.24	25.69	12.6	51 Drs. P.G.
		18.08	19.26	25.65	12.2	2004 Good Sam.
		17.77	19.09	25.53	11.0	34 Harbor
		17.68	18.79	25.41	18.2	22 Suburban
		17.38	18.28	25.37	12.5	18 Montgy. Gen.
		17.19	19.59	25.36	20.6	4 Holy Cross
		14.86	18.18	25.19	16.3	1 Meritus M.C.
		18.26	19.96	25.11	5.8	55 Laurel Re.
		18.28	19.69	24.77	14.9	3 P.G.Gen.
		17.67	19.78	24.67	2.8	60 Ft. Washington
		17.42	18.47	24.52	19.2	5 Frederic Memo.
		16.26	17.73	24.43	13.7	7 St.Jose
		15.33	17.36	24.31	113.6	2 Univ. MD.
		18.54	18.79	24.23	21.5	8 Mercy
		16.86	18.78	24.11	13.1	40 Northwest
		16.84	18.11	23.99	20.8	5050 Shady Grove
		16.67	18.09	23.92	32.7	12 Sinai Hosp.
		16.56	17.93	23.89	6.4	28 St. Marys
		15.26	15.98	23.88	9.4	38 MD.General
		17.61	18.06	23.82	17.8	49 Upper Chesapeak
		16.43	17.45	23.75	16.9	16 Wash.Adv.
		14.69	16.99	23.69	19.5	43 BW Medical Ctr.
		16.34	16.66	23.52	23.1	29 Bayview
		15.46	16.92	23.41	6.6	2001 Kernan
		15.27	16.07	23.24	11.8	37 Easton
		16.49	16.71	22.88	11.7	33 Carroll,
		16.96	18.36	22.82	5.5	54 So. MD.
		17.22	17.84	22.79	10.6	32 Cecil County
		16.46	17.43	22.75	22.1	44 G.B.M.C
		16.30	17.61	22.72	6.6	35 Civista M. C
		17.25	17.36	22.51	7.1	6 Harford Memo.
		16.90	17.33	22.49	98.3	9 Hopkins Hosp
		15.19	16.52	21.62	20.5	11 St. Agnes
		15.21	15.77	21.61	2.4	10 Dochester Hosp
		15.14	16.31	21.27	9.9	39 Calvert Mem.
		14.24	15.13	21.04	27.2	19 Pen.Gen.
		12.66	13.24	20.65	17.1	27 W.Maryland MC
		12.33	15.51	20.07	7.9	13 Bon Secour
		14.46	14.84	20.00	5.0	30 Chester River
		14.03	14.13	19.96	3.5	17 Garrett
		14.13	14.39	19.45	6.1	61 Atlantic G.
		14.98	17.56	17.86	5.4	8994 U. UMCC
		12.27	12.27	16.14	1.0	45 McCread
PHARMACY TECH.		16.36	17.60	23.35	816.3	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PHLEBOTOMIST	64	20.40	21.36	26.93	1.1	51 Drs. P.G.
		17.14	19.97	26.77	13.1	22 Suburban
		19.27	20.97	26.51	1.1	40 Northwest
		17.32	19.35	25.81	3.1	34 Harbor
		16.92	18.69	25.03	27.6	2004 Good Sam.
		16.44	17.83	24.84	6.2	18 Montgy. Gen.
		15.36	17.17	23.77	13.4	7 St.Jose
		14.40	15.85	23.73	12.4	38 MD.General
		16.76	16.85	23.36	10.6	24 Union Mem.
		15.53	17.09	22.98	17.8	5 Frederic Memo.
		16.10	16.25	22.89	1.0	43 BW Medical Ctr.
		16.48	16.94	22.54	15.6	49 Upper Chesapeak
		16.16	17.69	22.43	3.9	60 Ft. Washington
		15.52	16.06	22.15	22.7	33 Carroll,
		15.01	16.75	22.14	22.2	4 Holy Cross
		14.41	16.68	21.81	34.2	11 St. Agnes
		15.97	16.72	21.59	7.7	32 Cecil County
		15.78	16.37	21.56	18.9	8 Mercy
		15.14	16.63	21.31	3.0	13 Bon Secour
		15.35	15.97	20.98	9.5	6 Harford Memo.
		13.49	14.29	20.86	24.5	2 Univ. MD.
		14.59	15.11	20.82	19.0	15 Franklin Sqr.
		14.14	15.02	20.71	18.9	28 St. Marys
		15.17	15.80	20.71	10.6	35 Civista M. C
		12.49	13.25	20.66	34.7	27 W.Maryland MC
		13.44	14.66	20.52	25.9	19 Pen.Gen.
		14.84	15.42	20.51	18.9	44 G.B.M.C
		14.75	15.92	20.17	18.5	54 So. MD.
		11.04	14.89	19.81	0.8	9 Hopkins Hosp
		14.53	15.31	19.67	13.0	23 A.Arundel
		13.31	14.77	19.55	13.9	39 Calvert Mem.
		13.47	13.88	18.96	10.3	30 Chester River
		12.86	13.06	18.74	3.3	17 Garrett
		13.82	14.27	18.30	3.4	45 McCread
		12.00	12.07	16.94	5.9	61 Atlantic G.
PHLEBOTOMIST		15.13	16.26	21.89	466.9	
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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	47.25	51.10	59.58	1.8	6 Harford Memo.
		48.14	48.35	59.29	1.7	22 Suburban
		42.88	49.19	57.96	2.7	39 Calvert Mem.
		46.49	48.29	56.68	11.9	51 Drs. P.G.
		42.42	42.77	54.14	5.2	18 Montgy. Gen.
		42.19	42.19	54.11	6.3	38 MD.General
		38.09	44.20	53.95	16.2	11 St. Agnes
		42.12	43.61	52.82	4.7	16 Wash.Adv.
		38.05	38.09	51.89	12.0	27 W.Maryland MC
		41.65	42.92	51.78	33.5	2004 Good Sam.
		40.87	42.57	51.52	20.5	24 Union Mem.
		41.65	42.21	51.34	9.9	49 Upper Chesapeak
		42.48	42.73	51.19	14.2	15 Franklin Sqr.
		4.93	44.31	51.07	0.8	60 Ft. Washington
		40.53	42.48	51.03	7.5	5050 Shady Grove
		38.61	39.59	50.09	9.0	7 St.Jose
		39.44	41.01	49.88	8.7	43 BW Medical Ctr.
		41.19	41.42	49.25	1.4	35 Civista M. C
		40.80	42.74	49.21	22.7	23 A.Arundel
		40.77	41.63	49.08	4.3	55 Laurel Re.
		40.34	41.33	48.71	3.7	3 P.G.Gen.
		38.62	39.05	48.41	17.8	1 Meritus M.C.
		38.12	38.12	48.23	5.4	37 Easton
		38.44	38.77	48.23	31.5	29 Bayview
		38.70	39.31	48.14	11.4	48 Howard
		39.49	39.97	48.02	6.1	28 St. Marys
		39.23	39.23	47.62	5.0	34 Harbor
		36.56	39.02	47.39	10.2	19 Pen.Gen.
		38.19	38.19	46.96	1.0	10 Dochester Hosp
		35.81	39.33	46.85	15.7	8 Mercy
		37.01	38.37	46.12	8.2	44 G.B.M.C
		36.86	37.82	46.00	18.8	4 Holy Cross
		36.27	37.56	44.67	15.2	40 Northwest
		36.37	36.97	44.61	34.2	12 Sinai Hosp.
		37.31	37.74	43.92	7.1	54 So. MD.
		33.06	36.76	43.67	11.2	13 Bon Secour
		33.24	33.95	42.94	31.5	2 Univ. MD.
		32.67	33.33	42.16	38.6	2001 Kernan
		35.05	36.22	42.04	3.0	45 McCreed
		34.11	35.20	42.01	44.0	9 Hopkins Hosp
PHYS. THERAPIST		38.40	40.69	49.31	514.5	
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PHYSI. & OCCUP. THERAPIST ASST.	65	35.15	36.51	45.73	9.1	22 Suburban
		31.26	32.54	40.31	9.5	2004 Good Sam.
		30.61	31.11	39.67	3.5	29 Bayview
		29.98	30.62	37.78	1.3	28 St. Marys
		29.09	30.03	37.23	3.7	15 Franklin Sqr.
		28.02	28.16	35.48	2.4	34 Harbor
		28.50	28.73	35.36	4.4	44 G.B.M.C
		27.84	28.95	35.25	3.0	40 Northwest
		26.03	26.85	35.14	5.9	7 St.Jose
		25.98	27.32	34.82	3.3	24 Union Mem.
		24.54	25.00	34.28	1.0	38 MD.General
		25.96	27.35	34.15	2.6	4 Holy Cross
		25.66	26.74	34.02	0.4	10 Dochester Hosp
		26.82	27.46	33.77	4.2	8 Mercy
		26.47	26.52	33.16	6.4	12 Sinai Hosp.
		24.61	25.56	33.04	3.4	43 BW Medical Ctr.
		23.48	24.26	32.53	5.2	37 Easton
		23.77	24.18	31.87	20.1	1 Meritus M.C.
		24.10	24.84	31.76	13.4	19 Pen.Gen.
		25.46	25.46	31.41	1.0	6 Harford Memo.
		23.72	24.13	29.92	6.0	9 Hopkins Hosp
		20.24	20.27	29.49	20.0	27 W.Maryland MC
		23.07	23.12	29.32	3.8	11 St. Agnes
		22.75	24.08	29.11	7.1	23 A.Arundel
		23.24	23.24	28.99	1.9	35 Civista M. C
		21.88	21.88	28.67	1.8	33 Carroll,
		22.25	22.88	28.24	1.1	13 Bon Secour
		21.56	21.56	27.12	1.0	39 Calvert Mem.
		18.19	18.46	25.58	2.0	18 Montgy. Gen.
		17.91	18.16	24.54	3.2	16 Wash.Adv.
		17.48	17.48	23.16	3.1	49 Upper Chesapeak
		15.98	16.16	22.96	12.6	2 Univ. MD.
		16.54	17.00	22.76	5.5	5050 Shady Grove
		15.68	16.19	22.59	21.6	2001 Kernan
		15.98	15.98	22.03	2.8	48 Howard
		16.35	16.77	21.53	4.2	3 P.G.Gen.
		13.46	13.86	18.37	4.0	55 Laurel Re.
		11.06	11.24	15.76	4.3	51 Drs. P.G.
PHYSI. & OCCUP. THERAPIST ASST.		23.18	23.70	30.44	210.0	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PHYSICIANS ASST.	17	72.73	72.73	82.00	1.9	54 So. MD.
		60.00	60.00	71.73	1.0	1 Meritus M.C.
		45.52	59.64	70.59	0.9	5 Frederic Memo.
		51.43	58.84	69.80	17.0	4 Holy Cross
		50.30	60.15	69.55	3.8	55 Laurel Re.
		41.03	61.44	69.47	3.0	32 Cecil County
		46.64	56.99	68.80	3.4	2 Univ. MD.
		39.55	57.55	66.76	3.6	13 Bon Secour
		54.37	54.55	65.22	5.8	33 Carroll,
		48.68	53.72	64.05	13.2	16 Wash.Adv.
		49.08	50.97	59.23	42.0	9 Hopkins Hosp
		47.09	48.31	58.88	30.5	29 Bayview
		44.60	48.43	58.88	27.6	11 St. Agnes
		44.20	49.32	58.43	41.1	15 Franklin Sqr.
		46.02	48.64	58.10	39.9	2004 Good Sam.
		47.54	47.93	57.86	8.0	49 Upper Chesapeake
		47.31	48.06	57.31	5.2	34 Harbor
		45.58	48.11	57.28	15.1	5050 Shady Grove
		45.86	47.66	57.10	17.3	24 Union Mem.
		44.78	44.78	57.09	8.8	38 MD.General
		45.81	46.95	56.70	2.7	48 Howard
		44.12	47.14	56.57	6.4	43 BW Medical Ctr.
		45.22	45.84	54.33	39.9	12 Sinai Hosp.
		40.00	40.00	54.29	1.0	27 W.Maryland MC
		42.28	45.53	54.12	22.4	44 G.B.M.C
		44.02	45.40	53.22	19.4	3 P.G.Gen.
		45.07	45.07	52.59	2.0	30 Chester River
		44.23	44.43	52.41	9.2	51 Drs. P.G.
		38.19	38.19	47.70	6.7	2001 Kernan
		39.38	39.96	47.55	16.5	8 Mercy
		38.81	38.81	45.04	2.0	8992 U. MIEMSS
		35.72	35.72	41.49	1.0	45 McCread
PHYSICIANS ASST.		46.10	49.71	59.19	418.3	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
RADIOLOGIC TECHNOLOGIST (RRT REG.)	36	31.34	37.75	48.25	12.7	18 Montgy. Gen.
		34.06	37.31	46.64	19.3	22 Suburban
		34.89	37.03	45.50	34.5	16 Wash.Adv.
		32.14	35.68	42.64	12.2	6 Harford Memo.
		32.29	34.90	42.62	36.9	5050 Shady Grove
		31.00	35.13	42.27	18.9	39 Calvert Mem.
		32.00	33.82	41.68	20.2	34 Harbor
		30.60	32.42	41.67	24.0	7 St.Jose
		32.95	34.34	41.62	33.6	44 G.B.M.C
		31.88	34.18	41.55	32.9	12 Sinai Hosp.
		31.00	33.44	41.37	38.6	11 St. Agnes
		25.53	31.05	41.25	14.7	38 MD.General
		30.29	33.02	41.07	22.1	24 Union Mem.
		30.97	32.25	40.93	28.1	29 Bayview
		32.51	34.41	40.24	26.9	23 A.Arundel
		30.27	32.72	40.09	25.2	28 St. Marys
		27.74	33.37	39.90	11.0	13 Bon Secour
		27.28	31.20	39.68	20.6	1 Meritus M.C.
		28.64	32.12	39.52	25.1	15 Franklin Sqr.
		31.87	32.65	39.49	34.4	8 Mercy
		29.20	31.74	39.12	26.2	4 Holy Cross
		29.81	31.13	38.98	17.2	48 Howard
		29.56	32.32	38.94	11.5	40 Northwest
		28.75	30.47	38.89	3.2	2001 Kernan
		29.12	31.19	38.83	22.1	2004 Good Sam.
		29.82	32.28	38.82	94.9	9 Hopkins Hosp
		28.59	32.45	38.31	9.3	60 Ft. Washington
		29.66	32.24	37.92	15.0	54 So. MD.
		29.22	31.24	37.59	23.0	55 Laurel Re.
		29.57	29.95	37.36	22.7	49 Upper Chesapeak
		26.20	28.94	36.73	21.7	43 BW Medical Ctr.
		29.21	30.82	36.69	17.2	32 Cecil County
		28.57	30.46	36.68	36.8	3 P.G.Gen.
		28.52	30.10	36.59	19.9	51 Drs. P.G.
		24.99	27.09	35.74	20.3	37 Easton
		23.69	24.97	35.40	30.2	27 W.Maryland MC
		26.26	26.48	34.55	55.9	2 Univ. MD.
		26.80	27.97	34.27	14.9	35 Civista M. C
		25.44	26.89	34.19	11.0	10 Dochester Hosp
		26.17	26.71	34.07	10.3	33 Carroll,
		24.48	26.73	33.84	34.2	19 Pen.Gen.
		25.94	27.60	33.75	11.7	30 Chester River
		25.92	26.90	32.95	17.6	61 Atlantic G.
		23.80	25.59	32.49	18.7	5 Frederic Memo.
		30.69	32.11	32.46	8.2	8994 U. UMCC
		22.31	24.08	31.31	11.7	17 Garrett
		24.94	25.61	30.56	6.0	45 McCreed
RADIOLOGIC TECHNOLOGIST (RRT REG.)		28.86	31.12	38.40	1,083.2	
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RESPIRATORY THERAPIST(NBRT REG.)	39	39.09	39.95	48.89	10.0	33 Carroll,
		33.70	38.98	47.59	12.7	24 Union Mem.
		33.65	38.84	47.16	22.6	4 Holy Cross
		32.44	35.94	46.12	6.1	18 Montgy. Gen.
		32.39	37.46	45.68	7.9	34 Harbor
		32.76	37.16	45.42	22.0	2004 Good Sam.
		32.60	37.24	45.15	32.3	15 Franklin Sqr.
		27.85	35.52	44.48	26.1	1 Meritus M.C.
		30.99	34.36	43.95	21.5	7 St.Jose
		32.43	36.13	43.38	9.4	39 Calvert Mem.
		29.27	33.37	42.85	19.3	37 Easton
		31.61	34.31	42.48	18.0	16 Wash.Adv.
		33.56	35.60	42.41	12.0	55 Laurel Re.
		30.18	34.74	42.29	11.2	28 St. Marys
		31.27	34.03	42.06	22.6	11 St. Agnes
		31.02	33.17	41.90	17.0	22 Suburban
		28.65	32.59	41.41	92.9	2 Univ. MD.
		30.55	33.48	41.40	13.9	49 Upper Chesapeake
		31.06	32.60	41.33	49.9	29 Bayview
		31.02	34.02	41.27	22.9	44 G.B.M.C
		31.88	34.58	41.23	41.0	3 P.G.Gen.
		30.70	35.11	41.17	5.2	60 Ft. Washington
		28.96	32.92	41.06	29.3	43 BW Medical Ctr.
		28.95	33.17	40.70	15.6	5050 Shady Grove
		30.94	34.23	40.10	20.4	54 So. MD.
		28.71	32.08	40.05	7.3	10 Dochester Hosp
		31.06	33.19	39.90	6.0	6 Harford Memo.
		28.96	33.17	39.86	16.1	40 Northwest
		30.36	32.72	39.56	12.2	35 Civista M. C
		29.38	31.63	39.55	14.9	48 Howard
		26.82	29.42	39.38	14.1	38 MD.General
		29.00	32.88	38.59	25.9	23 A.Arundel
		28.94	32.07	38.59	113.7	9 Hopkins Hosp
		26.00	27.48	38.55	18.4	27 W.Maryland MC
		28.57	30.93	38.47	27.1	5 Frederic Memo.
		27.85	31.32	38.41	31.4	12 Sinai Hosp.
		27.45	29.98	38.33	7.7	2001 Kernan
		29.03	31.80	37.73	2.1	32 Cecil County
		30.70	30.92	37.59	8.5	8 Mercy
		26.32	30.01	37.46	36.2	19 Pen.Gen.
		28.33	30.40	36.77	5.7	30 Chester River
		26.50	28.51	34.68	12.4	61 Atlantic G.
		19.47	24.45	31.74	2.5	17 Garrett
		22.45	23.28	28.04	3.0	45 McCreed
RESPIRATORY THERAPIST(NBRT REG.)		29.85	33.09	40.79	926.8	
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RESPIRATORY THERAPY TECH. (CERT.)	38	31.63	37.37	45.29	17.4	15 Franklin Sqr.
		30.32	37.82	45.27	3.7	39 Calvert Mem.
		32.19	36.98	45.05	9.2	4 Holy Cross
		31.20	38.76	45.02	9.5	54 So. MD.
		28.27	38.06	44.34	1.2	60 Ft. Washington
		34.85	35.33	43.71	8.8	33 Carroll,
		29.02	33.84	43.65	4.3	18 Montgy. Gen.
		31.64	36.40	43.26	13.5	13 Bon Secour
		30.34	33.97	42.89	1.8	2001 Kernan
		30.28	34.80	42.81	10.6	2004 Good Sam.
		29.73	33.58	41.42	8.6	34 Harbor
		29.84	34.11	41.01	15.2	51 Drs. P.G.
		32.25	32.81	40.57	3.2	5 Frederic Memo.
		29.75	31.88	40.53	16.8	29 Bayview
		30.14	32.28	40.02	11.1	49 Upper Chesapeake
		29.19	32.03	39.98	6.7	24 Union Mem.
		30.05	32.73	39.59	15.8	8 Mercy
		28.57	31.77	39.15	6.3	5050 Shady Grove
		28.19	32.18	38.78	10.5	40 Northwest
		28.32	31.20	38.76	29.3	11 St. Agnes
		26.22	30.49	38.24	16.1	16 Wash.Adv.
		29.37	31.53	38.08	6.7	6 Harford Memo.
		30.84	32.27	37.93	4.3	23 A.Arundel
		24.74	29.59	37.89	5.0	1 Meritus M.C.
		28.50	31.86	37.80	13.3	32 Cecil County
		26.16	29.75	37.60	8.8	43 BW Medical Ctr.
		26.09	30.08	37.54	11.8	19 Pen.Gen.
		27.18	30.26	37.26	13.1	12 Sinai Hosp.
		29.00	30.37	36.95	2.3	35 Civista M. C
		25.21	28.06	36.56	13.0	7 St.Jose
		25.68	27.85	36.09	19.0	2 Univ. MD.
		25.15	28.32	35.84	11.3	48 Howard
		25.25	27.61	35.52	6.3	22 Suburban
		28.00	28.00	34.18	0.3	30 Chester River
		21.55	23.18	33.14	11.0	27 W.Maryland MC
		22.55	25.32	32.73	5.2	17 Garrett
		22.69	22.69	31.62	1.0	38 MD.General
		19.39	19.63	25.00	6.2	9 Hopkins Hosp
		18.04	19.27	23.70	1.3	45 McCread
		15.79	15.86	21.00	1.1	44 G.B.M.C
RESPIRATORY THERAPY TECH. (CERT.)		27.58	30.75	38.14	360.3	
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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	51.94	0.3	51 Drs. P.G.
		30.69	30.69	36.42	1.0	60 Ft. Washington
		27.47	27.47	35.59	0.4	29 Bayview
		27.39	27.39	34.80	0.1	48 Howard
		23.94	25.59	33.20	19.1	22 Suburban
		16.89	18.61	25.75	11.8	18 Montgy. Gen.
		15.61	17.51	24.87	10.8	37 Easton
		16.39	18.70	24.64	25.5	5050 Shady Grove
		17.72	17.72	24.01	13.9	33 Carroll,
		16.34	18.38	24.00	23.2	4 Holy Cross
		16.03	16.89	23.40	59.0	24 Union Mem.
		16.09	17.78	22.72	9.3	32 Cecil County
		17.00	17.84	22.65	3.5	13 Bon Secour
		15.21	16.70	22.57	38.4	15 Franklin Sqr.
		14.92	16.41	22.45	20.8	19 Pen.Gen.
		12.99	15.66	22.38	34.2	1 Meritus M.C.
		16.59	17.10	22.37	63.6	8 Mercy
		14.30	16.15	22.30	14.3	16 Wash.Adv.
		16.80	16.80	21.91	77.2	9 Hopkins Hosp
		11.92	15.07	21.74	75.1	2 Univ. MD.
		14.81	16.74	21.56	8.0	55 Laurel Re.
		14.45	15.55	21.56	38.8	2004 Good Sam.
		11.70	13.93	21.51	26.3	38 MD.General
		14.15	15.33	21.40	29.6	34 Harbor
		13.89	15.50	21.20	17.5	5 Frederic Memo.
		14.24	16.12	21.20	24.9	40 Northwest
		13.61	15.40	21.13	10.7	28 St. Marys
		14.44	15.45	21.04	69.3	12 Sinai Hosp.
		15.16	16.63	20.94	19.8	54 So. MD.
		13.74	15.03	20.79	7.3	10 Dochester Hosp
		12.28	13.31	20.74	13.2	27 W.Maryland MC
		13.51	14.49	20.63	14.5	7 St.Jose
		14.32	15.55	20.48	28.7	11 St. Agnes
		14.51	15.94	20.34	28.2	23 A.Arundel
		12.13	13.70	20.11	24.1	43 BW Medical Ctr.
		14.55	14.67	19.96	16.4	49 Upper Chesapeak
		12.66	13.78	19.83	11.5	2001 Kernan
		13.86	14.05	18.86	12.2	6 Harford Memo.
		12.54	13.79	18.45	13.3	39 Calvert Mem.
		12.36	13.50	18.36	22.5	44 G.B.M.C
		12.66	13.48	18.12	7.9	35 Civista M. C
		11.67	12.52	17.49	9.4	30 Chester River
		9.55	10.19	13.89	4.6	45 McCread
SECURITY OFFICER		16.07	17.37	23.24	960.0	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SOCIAL WORKER (B.S.)	26	30.15	52.75	61.44	0.8	13 Bon Secour
		31.49	38.05	47.49	1.0	22 Suburban
		32.56	35.32	44.36	2.1	29 Bayview
		25.98	30.13	38.98	2.7	7 St.Jose
		32.57	32.57	38.26	0.5	23 A.Arundel
		29.90	29.90	38.23	0.6	1 Meritus M.C.
		31.51	31.51	37.96	0.6	30 Chester River
		28.16	28.16	37.92	7.2	38 MD.General
		26.15	26.32	37.09	6.0	27 W.Maryland MC
		28.91	28.91	35.99	1.0	15 Franklin Sqr.
		28.15	29.51	35.86	2.0	40 Northwest
		24.47	28.60	35.83	2.4	49 Upper Chesapeak
		28.05	28.05	35.62	1.0	24 Union Mem.
		28.11	28.11	35.31	0.1	5 Frederic Memo.
		26.29	26.29	34.78	1.0	18 Montgy. Gen.
		28.04	28.04	34.31	3.2	51 Drs. P.G.
		26.52	26.52	33.67	5.0	2004 Good Sam.
		25.57	25.57	32.76	1.0	48 Howard
		26.08	26.08	32.08	3.5	6 Harford Memo.
		25.16	25.16	31.67	2.0	12 Sinai Hosp.
		24.87	24.92	31.43	2.4	11 St. Agnes
		24.45	24.45	31.33	1.4	19 Pen.Gen.
		23.44	23.47	30.76	3.6	43 BW Medical Ctr.
	22.95	24.58	30.01	2.7	32 Cecil County	
	21.06	21.41	26.96	1.0	35 Civista M. C	
	20.45	20.45	26.06	1.0	8 Mercy	
	18.34	18.34	24.73	2.0	16 Wash.Adv.	
	18.24	18.77	23.74	1.2	3 P.G.Gen.	
	15.61	15.81	22.57	62.4	2 Univ. MD.	
SOCIAL WORKER (B.S.) =====		25.97	27.51	34.73	121.3	



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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	43.65	65.87	78.98	0.4	17 Garrett
		27.80	57.33	66.52	4.0	13 Bon Secour
		52.90	52.90	60.23	0.6	8992 U. MIEMSS
		32.76	40.71	48.83	1.1	28 St. Marys
		30.43	34.27	42.30	4.2	49 Upper Chesapeake
		32.26	33.23	41.96	9.5	22 Suburban
		33.03	33.92	40.70	2.8	6 Harford Memo.
		29.75	31.94	40.51	20.7	1 Meritus M.C.
		30.85	30.85	40.13	4.3	18 Montgy. Gen.
		31.15	31.40	39.28	6.3	48 Howard
		29.26	30.44	38.91	45.9	29 Bayview
		31.40	32.24	38.84	7.7	40 Northwest
		30.75	32.52	38.24	6.5	54 So. MD.
		29.37	31.07	37.40	5.6	55 Laurel Re.
		27.07	28.71	37.32	8.7	7 St. Jose
		28.81	29.22	37.03	4.6	43 BW Medical Ctr.
		29.06	29.42	36.87	7.2	2004 Good Sam.
		29.16	29.33	36.44	7.5	5050 Shady Grove
		28.17	29.05	36.07	12.7	4 Holy Cross
		29.56	29.73	36.03	78.2	9 Hopkins Hosp
		28.36	28.60	35.97	7.3	34 Harbor
		28.59	28.67	35.80	9.4	11 St. Agnes
		29.07	29.22	35.67	5.3	39 Calvert Mem.
		28.04	28.04	35.61	15.4	24 Union Mem.
		28.20	28.59	35.43	33.4	12 Sinai Hosp.
		28.66	29.83	35.30	8.3	23 A.Arundel
		27.61	28.53	34.96	9.5	8 Mercy
		26.21	26.31	34.85	4.7	37 Easton
		27.52	28.26	34.83	14.5	44 G.B.M.C
		24.52	24.52	34.83	4.4	27 W.Maryland MC
		26.95	27.33	34.43	2.3	5 Frederic Memo.
		26.53	26.81	34.14	13.3	16 Wash.Adv.
		27.10	27.10	34.00	15.1	15 Franklin Sqr.
		26.59	26.59	33.93	13.6	33 Carroll,
		24.54	25.37	33.30	68.6	2 Univ. MD.
		25.35	25.35	32.31	2.4	19 Pen.Gen.
		25.00	25.00	30.96	1.0	35 Civista M. C
		23.28	23.28	30.10	2.0	10 Dochester Hosp
		19.45	19.45	26.30	1.0	2001 Kernan
SOCIAL WORKER (M.S.W.)		29.20	31.31	38.85	469.8	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SPECIAL PROCEDURES TECHNOLOGIST	42	43.38	54.95	62.65	6.6	54 So. MD.
		39.39	50.53	61.80	3.6	22 Suburban
		35.87	44.29	55.93	1.7	18 Montgy. Gen.
		33.70	47.00	55.07	2.0	6 Harford Memo.
		36.79	44.27	54.02	6.1	11 St. Agnes
		37.79	43.47	53.33	5.4	1 Meritus M.C.
		38.11	42.39	51.55	12.2	49 Upper Chesapeak
		35.45	40.95	49.98	7.8	48 Howard
		36.02	41.66	49.87	2.7	28 St. Marys
		39.96	43.01	49.50	5.1	23 A.Arundel
		38.52	40.16	48.89	14.4	24 Union Mem.
		38.41	40.16	48.79	9.6	5 Frederic Memo.
		32.16	39.77	48.21	9.5	4 Holy Cross
		34.78	39.86	48.03	5.5	15 Franklin Sqr.
		39.58	39.77	47.42	3.0	35 Civista M. C
		33.80	36.84	46.86	15.8	7 St.Jose
		35.55	39.52	46.81	12.1	40 Northwest
		33.38	38.00	46.27	1.0	34 Harbor
		35.27	37.54	46.19	5.1	33 Carroll,
		34.63	38.55	45.92	7.7	51 Drs. P.G.
		35.86	38.48	45.59	48.6	9 Hopkins Hosp
		32.18	36.00	45.24	37.6	2 Univ. MD.
		34.43	35.30	45.03	3.8	37 Easton
		34.86	37.29	44.92	4.0	44 G.B.M.C
		35.55	36.92	44.86	6.9	5050 Shady Grove
		32.98	36.85	44.47	6.9	12 Sinai Hosp.
		34.16	36.04	44.19	6.9	2004 Good Sam.
		30.50	34.75	43.73	9.0	29 Bayview
		29.06	31.45	43.54	10.1	27 W.Maryland MC
		33.53	34.69	42.91	10.9	16 Wash.Adv.
		30.08	34.43	42.71	13.9	43 BW Medical Ctr.
		32.70	35.84	42.65	7.4	13 Bon Secour
		33.32	35.78	42.00	3.3	32 Cecil County
		29.32	32.41	40.10	18.0	19 Pen.Gen.
		23.85	26.31	35.79	8.1	38 MD.General
		18.45	20.42	26.01	14.0	30 Chester River
SPECIAL PROCEDURES TECHNOLOGIST		34.26	38.49	46.97	346.4	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SPEECH LANGUAGE PATHOLOGIST/AUDIO.	67	52.69	52.69	60.09	0.2	60 Ft. Washington
		48.08	48.45	59.42	0.8	22 Suburban
		40.13	47.45	57.09	0.4	16 Wash.Adv.
		42.49	43.73	54.95	1.7	7 St.Jose
		48.00	48.00	54.77	0.9	45 McCread
		43.61	43.79	52.91	2.4	43 BW Medical Ctr.
		39.22	40.78	51.81	0.9	18 Montgy. Gen.
		42.24	43.32	51.24	2.1	8 Mercy
		41.70	43.31	50.97	1.5	40 Northwest
		40.83	42.08	50.82	2.8	4 Holy Cross
		40.58	41.68	50.14	1.9	5050 Shady Grove
		37.88	41.10	49.77	9.0	2004 Good Sam.
		40.53	40.53	49.05	2.0	34 Harbor
		40.91	40.91	48.69	1.0	35 Civista M. C
		39.36	39.36	48.01	2.0	24 Union Mem.
		34.35	34.72	47.65	2.9	27 W.Maryland MC
		33.00	38.28	47.02	4.0	11 St. Agnes
		38.00	38.00	46.74	0.9	10 Dochester Hosp
		36.02	36.02	45.85	2.0	37 Easton
		38.00	38.31	45.53	0.8	6 Harford Memo.
		36.01	36.34	45.40	6.7	1 Meritus M.C.
		37.55	37.58	44.56	2.2	3 P.G.Gen.
		34.55	36.19	44.00	2.5	15 Franklin Sqr.
		33.28	34.74	43.72	4.1	29 Bayview
		36.31	36.42	43.32	2.1	55 Laurel Re.
		35.39	35.79	43.32	10.5	12 Sinai Hosp.
		34.14	34.51	42.57	1.3	49 Upper Chesapeak
		33.53	36.51	42.50	4.6	23 A.Arundel
		34.36	34.53	42.44	2.3	19 Pen.Gen.
		31.06	31.06	41.27	2.8	38 MD.General
		34.93	34.93	40.86	1.2	54 So. MD.
		31.37	31.98	40.73	8.6	2 Univ. MD.
		30.87	30.99	39.49	11.3	2001 Kernan
	32.20	32.75	39.32	9.1	9 Hopkins Hosp	
	30.89	31.36	39.24	3.9	48 Howard	
	31.92	32.04	39.06	6.5	44 G.B.M.C	
	30.11	31.27	38.49	1.1	28 St. Marys	
	29.20	30.91	37.56	2.1	39 Calvert Mem.	
SPEECH LANGUAGE PATHOLOGIST/AUDIO. =====		37.24	38.22	46.59	123.2	

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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	84.41	1.0	45 McCreed
		57.95	65.55	77.91	16.7	1 Meritus M.C.
		54.59	59.91	71.51	15.8	49 Upper Chesapeak
		54.78	57.15	71.04	11.0	18 Montgy. Gen.
		57.14	60.29	70.73	12.1	34 Harbor
		55.89	58.26	70.36	22.4	11 St. Agnes
		56.13	60.33	70.31	6.8	28 St. Marys
		57.34	59.59	70.19	25.1	2004 Good Sam.
		50.20	52.47	69.96	19.2	27 W.Maryland MC
		55.72	59.45	69.94	18.4	19 Pen.Gen.
		54.51	58.79	69.74	27.4	4 Holy Cross
		54.51	56.71	68.54	1.8	17 Garrett
		55.78	58.37	68.39	27.2	15 Franklin Sqr.
		52.16	54.74	67.87	23.2	7 St.Jose
		56.35	59.25	67.86	6.7	61 Atlantic G.
		55.59	59.56	67.46	7.7	32 Cecil County
		55.10	56.90	67.22	27.7	24 Union Mem.
		54.11	54.39	66.67	11.4	37 Easton
		52.88	57.42	66.52	8.7	6 Harford Memo.
		51.11	52.95	66.52	14.0	38 MD.General
		51.75	55.95	66.46	16.6	5 Frederic Memo.
		52.88	57.86	66.38	3.6	30 Chester River
		50.88	58.45	66.13	30.2	23 A.Arundel
		54.50	54.50	65.16	15.2	33 Carroll,
		50.91	55.63	65.15	9.7	39 Calvert Mem.
		52.75	54.39	65.03	18.9	48 Howard
		54.14	55.57	65.02	7.0	35 Civista M. C
		54.50	56.14	65.02	17.8	40 Northwest
		48.92	53.25	64.90	5.6	2001 Kernan
		51.76	54.39	64.80	18.4	16 Wash.Adv.
		54.57	55.51	64.67	24.7	8 Mercy
		51.37	54.77	64.43	18.6	44 G.B.M.C
		50.39	52.83	64.43	15.4	22 Suburban
		53.50	56.43	64.26	8.5	54 So. MD.
		51.23	54.79	63.86	9.3	51 Drs. P.G.
		47.89	52.39	63.63	67.0	2 Univ. MD.
		50.57	53.76	63.55	21.2	5050 Shady Grove
		52.79	53.92	63.18	44.5	12 Sinai Hosp.
		48.57	53.05	63.01	23.6	43 BW Medical Ctr.
		52.58	54.40	62.98	127.4	9 Hopkins Hosp
		49.69	51.82	62.80	25.5	29 Bayview
		52.95	53.79	61.28	3.6	60 Ft. Washington
		48.86	52.07	60.59	14.5	3 P.G.Gen.
		49.83	51.64	60.15	6.7	55 Laurel Re.
		48.70	48.70	58.84	3.3	10 Dochester Hosp
		44.06	48.99	49.41	7.5	8994 U. UMCC
STAFF & CLINICAL PHARMACIST		53.00	56.14	66.27	868.4	
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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	30.42	32.36	41.92	5.6	18 Montgy. Gen.
		34.41	34.41	41.05	1.0	3 P.G.Gen.
		28.01	32.04	40.61	7.8	22 Suburban
		27.51	32.06	39.76	5.3	11 St. Agnes
		21.87	30.72	39.14	6.9	1 Meritus M.C.
		23.57	30.30	38.20	4.8	43 BW Medical Ctr.
		27.93	28.71	36.99	4.1	29 Bayview
		26.45	30.29	36.53	5.6	55 Laurel Re.
		25.01	27.84	35.06	5.2	19 Pen.Gen.
		25.71	27.62	35.06	6.3	48 Howard
		23.20	25.60	34.97	4.2	38 MD.General
		25.81	29.46	34.90	5.7	23 A.Arundel
		25.53	27.40	34.80	5.3	16 Wash.Adv.
		24.44	26.49	34.71	5.3	7 St.Jose
		27.07	29.24	34.66	7.7	54 So. MD.
		22.37	23.94	34.10	9.4	27 W.Maryland MC
		24.30	26.84	33.88	6.0	5 Frederic Memo.
		25.06	27.66	33.84	4.1	40 Northwest
		26.48	27.27	33.49	1.2	39 Calvert Mem.
		24.25	26.95	33.38	5.8	44 G.B.M.C
		24.21	25.58	33.31	3.4	2001 Kernan
		23.15	25.37	33.31	11.0	2 Univ. MD.
		24.78	25.37	32.15	7.5	49 Upper Chesapeak
		22.93	23.87	32.09	3.1	37 Easton
		24.32	26.44	32.00	7.1	32 Cecil County
		24.70	24.70	31.82	14.2	33 Carroll,
		22.82	24.54	31.53	4.0	10 Dochester Hosp
		23.25	24.58	30.44	7.4	6 Harford Memo.
		21.50	23.45	29.73	6.6	4 Holy Cross
		22.46	23.82	29.65	7.4	35 Civista M. C
		20.54	22.57	27.90	7.4	13 Bon Secour
STATIONARY ENGINEER LICENSED		24.97	27.34	34.55	186.1	
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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	30.09	33.53	40.08	15.9	3 P.G.Gen.
		28.17	31.09	38.38	35.4	4 Holy Cross
		20.51	32.32	38.17	7.9	60 Ft. Washington
		19.39	27.31	36.94	10.0	38 MD.General
		24.40	27.96	36.43	19.7	7 St.Jose
		26.78	29.13	36.22	33.5	5050 Shady Grove
		26.08	29.25	35.65	21.1	51 Drs. P.G.
		25.31	28.96	35.07	6.9	55 Laurel Re.
		23.49	27.11	34.95	25.6	22 Suburban
		24.95	27.44	34.84	15.7	16 Wash.Adv.
		26.18	26.74	34.10	18.5	33 Carroll,
		24.04	26.52	33.83	20.1	48 Howard
		23.88	26.06	33.44	25.9	24 Union Mem.
		22.82	26.02	32.61	32.4	12 Sinai Hosp.
		23.82	24.41	32.18	11.8	29 Bayview
		21.16	24.24	31.93	19.1	1 Meritus M.C.
		22.11	24.22	31.58	27.7	43 BW Medical Ctr.
		21.79	24.93	31.56	5.5	28 St. Marys
		23.32	25.37	31.48	48.7	8 Mercy
		24.38	26.13	31.32	38.6	23 A.Arundel
		21.86	24.44	31.20	35.0	5 Frederic Memo.
		22.22	25.25	31.19	17.3	40 Northwest
		20.08	22.92	30.82	9.3	18 Montgy. Gen.
		24.05	24.62	30.45	75.1	9 Hopkins Hosp
		21.63	23.91	30.25	49.7	11 St. Agnes
		19.59	22.20	30.20	20.0	37 Easton
		22.12	23.57	30.13	40.5	15 Franklin Sqr.
		21.96	23.27	30.08	20.5	2004 Good Sam.
		21.23	24.66	29.68	8.9	54 So. MD.
		19.77	22.79	29.50	34.4	19 Pen.Gen.
		22.35	22.89	29.33	23.2	49 Upper Chesapeak
		20.30	23.11	28.85	11.5	39 Calvert Mem.
		20.14	21.84	28.54	28.8	34 Harbor
		19.16	22.79	28.47	2.5	6 Harford Memo.
		16.23	21.79	28.43	3.2	10 Dochester Hosp
		17.59	18.99	27.88	26.5	27 W.Maryland MC
		20.44	20.45	27.44	5.8	2001 Kernan
		20.59	21.57	27.37	44.5	44 G.B.M.C
		19.12	21.76	26.98	12.0	32 Cecil County
		17.76	20.79	26.35	8.9	61 Atlantic G.
		16.95	19.05	26.20	73.1	2 Univ. MD.
		18.05	19.92	25.30	8.3	35 Civista M. C
		15.10	17.84	24.20	3.9	17 Garrett
		17.69	19.26	23.97	30.3	8992 U. MIEMSS
SURGICAL TECH.		21.79	24.51	31.22	1,033.1	
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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	15.12	16.70	23.56	10.1	29 Bayview
		15.09	16.49	23.27	8.7	18 Montgy. Gen.
		13.61	16.26	23.05	6.7	1 Meritus M.C.
		15.26	16.61	22.92	7.3	22 Suburban
		16.42	17.69	22.09	8.5	54 So. MD.
		14.51	16.78	21.60	4.9	55 Laurel Re.
		14.02	15.40	21.48	9.0	34 Harbor
		14.93	15.79	21.41	10.4	5050 Shady Grove
		12.37	13.50	21.02	10.1	38 MD.General
		13.41	16.06	20.74	11.7	3 P.G.Gen.
		13.54	14.70	20.69	9.2	16 Wash.Adv.
		13.69	14.76	20.66	7.6	48 Howard
		14.69	14.69	20.62	5.8	33 Carroll,
		14.02	15.26	20.46	8.7	4 Holy Cross
		14.81	15.33	20.28	6.8	51 Drs. P.G.
		12.74	14.00	20.23	12.2	24 Union Mem.
		12.22	13.37	20.19	6.3	37 Easton
		13.87	15.37	19.91	6.6	13 Bon Secour
		11.81	13.36	19.81	9.3	2 Univ. MD.
		14.90	14.91	19.81	4.8	6 Harford Memo.
		11.60	12.44	19.65	10.7	27 W.Maryland MC
		12.58	13.96	19.55	4.4	28 St. Marys
		12.64	14.01	19.53	9.7	5 Frederic Memo.
		12.02	13.06	19.41	12.4	43 BW Medical Ctr.
		12.22	13.37	18.91	2.1	10 Dochester Hosp
		12.35	13.07	18.77	13.0	19 Pen.Gen.
		12.89	13.86	18.77	6.4	44 G.B.M.C
		11.80	12.75	18.46	7.4	2004 Good Sam.
		13.05	13.35	18.24	14.4	8 Mercy
		13.05	13.09	18.15	5.8	49 Upper Chesapeak
		12.07	13.52	18.12	9.1	11 St. Agnes
		11.34	13.86	18.10	13.6	23 A.Arundel
		11.66	12.66	17.98	16.7	12 Sinai Hosp.
		12.05	12.93	17.49	6.7	39 Calvert Mem.
		11.66	12.66	17.41	11.1	40 Northwest
		12.14	12.81	17.40	7.0	32 Cecil County
		12.19	12.80	17.36	8.9	35 Civista M. C
		10.82	11.26	16.83	3.8	7 St.Jose
		11.18	11.59	16.50	2.4	30 Chester River
		11.06	12.14	16.46	2.9	60 Ft. Washington
		10.15	10.45	14.17	1.8	45 McCread
TELEPHONE OPERATOR		12.96	14.06	19.54	335.4	
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Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
TOTAL	77	29.74	32.04	40.60	1,264.2	22 Suburban
		30.12	32.27	40.01	1,464.4	49 Upper Chesapeak
		28.53	30.77	39.73	1,518.4	7 St.Jose
		27.68	30.05	39.20	843.8	18 Montgy. Gen.
		28.78	31.02	38.82	1,312.1	16 Wash.Adv.
		28.80	30.53	38.33	1,899.1	24 Union Mem.
		27.94	30.13	37.32	1,778.5	5050 Shady Grove
		27.66	28.86	37.15	2,870.3	29 Bayview
		27.69	29.97	37.11	2,363.8	4 Holy Cross
		24.47	30.55	36.77	567.1	13 Bon Secour
		27.99	31.10	36.68	2,224.5	23 A.Arundel
		27.46	29.24	36.67	1,107.6	34 Harbor
		27.58	29.69	36.63	3,106.8	12 Sinai Hosp.
		28.52	28.99	36.62	1,195.1	33 Carroll,
		26.68	28.97	36.57	1,386.6	48 Howard
		27.26	30.05	36.45	1,262.0	40 Northwest
		23.19	30.27	35.97	265.7	60 Ft. Washington
		26.56	28.53	35.89	1,882.7	2004 Good Sam.
		26.09	29.28	35.68	1,190.4	51 Drs. P.G.
		24.56	27.54	35.61	1,685.4	1 Meritus M.C.
		23.40	26.01	35.44	1,003.4	38 MD.General
		26.31	28.40	35.43	2,622.7	15 Franklin Sqr.
		25.71	28.32	35.39	2,103.8	11 St. Agnes
		25.31	27.15	35.30	5,609.2	2 Univ. MD.
		28.39	29.06	35.29	8,939.6	9 Hopkins Hosp
		26.25	29.03	35.15	589.1	55 Laurel Re.
		26.61	29.01	35.07	1,536.6	3 P.G.Gen.
		26.41	28.28	34.86	2,148.8	44 G.B.M.C
		27.33	28.59	34.85	632.9	6 Harford Memo.
		25.40	27.47	34.34	756.4	28 St. Marys
		25.46	27.24	34.33	1,831.5	5 Frederic Memo.
		26.91	28.70	34.15	531.1	8992 U. MIEMSS
		24.21	25.55	33.98	992.7	37 Easton
		25.24	27.58	33.84	735.2	39 Calvert Mem.
		23.94	25.95	33.73	557.1	2001 Kernan
		23.86	26.16	33.21	2,132.6	19 Pen.Gen.
		24.75	26.59	32.82	2,359.1	8 Mercy
		24.29	27.28	32.53	1,265.1	54 So. MD.
		24.59	26.29	32.40	633.5	35 Civista M. C
		21.67	22.57	32.37	1,684.7	27 W.Maryland MC
		24.97	26.62	32.19	766.7	32 Cecil County
		22.14	24.66	32.06	1,933.9	43 BW Medical Ctr.
		23.89	25.61	31.61	364.1	30 Chester River
		23.15	24.51	31.49	324.9	10 Dochester Hosp
		21.99	23.42	29.18	507.2	61 Atlantic G.
		19.74	21.18	28.01	284.4	17 Garrett
		24.88	26.74	27.07	247.3	8994 U. UMCC
		20.26	21.30	25.90	138.6	45 McCreed
TOTAL		25.72	27.90	34.79	74,420.7	
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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	38.38	52.40	65.46	5.8	18 Montgy. Gen.
		47.41	48.59	55.51	6.0	23 A.Arundel
		41.34	46.45	55.43	9.7	5050 Shady Grove
		37.75	43.08	53.25	3.8	22 Suburban
		41.28	45.10	51.93	3.2	60 Ft. Washington
		35.81	40.05	48.54	16.0	19 Pen.Gen.
		29.26	36.71	47.79	3.0	38 MD.General
		34.92	38.77	47.07	16.2	4 Holy Cross
		32.20	36.80	46.73	5.4	37 Easton
		32.66	37.15	46.41	8.7	29 Bayview
		31.92	37.25	46.41	8.4	1 Meritus M.C.
		35.50	39.52	45.85	12.3	54 So. MD.
		33.27	37.13	45.68	27.4	11 St. Agnes
		34.76	37.12	45.61	5.0	16 Wash.Adv.
		34.54	37.50	45.43	14.2	15 Franklin Sqr.
		34.05	38.42	45.42	3.5	30 Chester River
		32.15	37.95	45.41	3.5	39 Calvert Mem.
		32.94	35.49	45.28	6.1	7 St.Jose
		33.49	37.94	44.99	2.6	55 Laurel Re.
		33.68	37.32	44.99	15.1	12 Sinai Hosp.
		33.88	36.62	44.83	22.2	5 Frederic Memo.
		33.41	36.95	44.54	14.5	44 G.B.M.C
		33.80	37.30	44.39	7.7	40 Northwest
		31.78	35.80	44.20	14.4	43 BW Medical Ctr.
		33.60	35.59	43.63	11.6	34 Harbor
		31.88	35.88	43.55	6.4	28 St. Marys
		33.01	35.44	43.52	11.9	2004 Good Sam.
		31.63	34.55	42.74	12.1	24 Union Mem.
		34.24	35.57	42.71	10.7	8 Mercy
		32.57	35.54	42.60	14.9	51 Drs. P.G.
		32.78	33.98	42.17	11.5	48 Howard
		27.07	36.11	41.91	0.9	45 McCread
		32.50	33.53	41.45	16.0	49 Upper Chesapeak
		30.32	32.84	40.91	4.2	10 Dochester Hosp
		27.27	29.09	40.57	10.9	27 W.Maryland MC
		31.95	33.95	40.55	7.1	3 P.G.Gen.
		29.52	31.16	39.80	36.8	2 Univ. MD.
		30.29	33.17	39.20	8.6	32 Cecil County
		31.10	31.98	38.48	47.0	9 Hopkins Hosp
		29.88	30.42	38.22	6.0	33 Carroll,
		25.33	29.12	37.07	2.0	17 Garrett
		28.23	30.03	36.56	7.4	35 Civista M. C
		26.38	28.73	34.93	11.0	61 Atlantic G.
		26.98	28.56	34.81	8.0	6 Harford Memo.
ULTRASOUND TECHNOLOGIST		32.88	36.42	44.47	479.6	
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Health Services Cost Review Commission  
Year 2010 Hospital Wage & Salary Survey Report 2  
Two Week Pay Period(Included March 1st. 2011)  
Listed by Jobtitle, pay rate (Run date: 23SEP11)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
UNIT CLERK/SECRETARY	50	14.72	17.56	24.49	52.9	1 Meritus M.C.
		16.18	17.57	23.87	34.8	16 Wash.Adv.
		16.56	18.46	23.71	12.3	6 Harford Memo.
		15.56	16.86	23.69	28.7	18 Montgy. Gen.
		16.17	17.25	23.65	25.1	22 Suburban
		15.39	17.41	23.22	86.0	5050 Shady Grove
		15.24	17.00	22.89	81.2	15 Franklin Sqr.
		15.11	16.41	22.87	54.4	24 Union Mem.
		15.37	16.53	22.73	38.6	34 Harbor
		15.23	16.48	22.58	57.8	48 Howard
		15.17	16.36	22.44	43.4	2004 Good Sam.
		15.91	17.14	22.28	41.9	51 Drs. P.G.
		15.97	17.27	22.14	25.3	55 Laurel Re.
		15.64	15.97	22.05	31.1	33 Carroll,
		15.78	17.48	22.00	34.9	23 A.Arundel
		13.81	14.89	21.90	34.7	37 Easton
		15.69	17.09	21.88	85.3	3 P.G.Gen.
		16.34	16.57	21.79	162.3	8 Mercy
		13.61	15.87	21.73	7.9	10 Dochester Hosp
		14.98	16.22	21.55	65.4	4 Holy Cross
		14.63	15.78	21.54	17.1	28 St. Marys
		14.35	15.78	21.51	65.3	5 Frederic Memo.
		14.46	16.26	21.35	37.6	40 Northwest
		14.44	15.10	21.34	34.8	7 St.Jose
		14.01	16.58	21.23	9.4	60 Ft. Washington
		13.17	14.53	21.14	104.7	2 Univ. MD.
		13.79	14.09	20.64	65.2	29 Bayview
		14.08	15.07	20.62	83.6	12 Sinai Hosp.
		12.41	14.12	20.57	56.3	43 BW Medical Ctr.
		12.39	13.13	20.51	40.5	27 W.Maryland MC
		14.38	15.15	20.51	41.8	49 Upper Chesapeak
		14.29	15.58	20.45	16.5	39 Calvert Mem.
		11.47	12.82	20.23	28.3	38 MD.General
		12.61	14.11	19.92	82.6	19 Pen.Gen.
		13.65	14.94	19.68	25.2	32 Cecil County
		12.14	13.34	19.33	19.3	2001 Kernan
		12.71	14.53	19.29	75.6	11 St. Agnes
		12.83	14.15	19.19	14.9	61 Atlantic G.
		12.99	13.35	19.07	10.3	17 Garrett
		13.93	14.91	19.06	61.2	54 So. MD.
		11.42	14.48	18.91	15.9	13 Bon Secour
		13.10	13.67	18.55	70.0	44 G.B.M.C
		13.17	13.69	18.51	134.8	9 Hopkins Hosp
		12.50	14.11	18.42	22.6	8992 U. MIEMSS
		11.63	11.99	16.46	16.8	35 Civista M. C
		11.95	15.37	15.66	5.8	8994 U. UMCC
UNIT CLERK/SECRETARY		14.15	15.50	21.03	2,160.3	
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Health Services Cost Review Commission  
Year 2010 Hospital Wage & Salary Survey Report 2  
Two Week Pay Period(Included March 1st. 2011)  
Listed by Jobtitle, pay rate (Run date: 23SEP11)

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	40.75	40.85	50.54	33.5	29 Bayview
		39.07	39.31	50.08	7.3	18 Montgy. Gen.
		36.23	41.84	49.31	10.4	13 Bon Secour
		39.54	39.57	49.23	18.0	22 Suburban
		40.62	40.83	48.15	74.6	9 Hopkins Hosp
		39.36	40.02	47.97	21.7	44 G.B.M.C
		40.45	40.45	47.77	4.0	55 Laurel Re.
		39.58	39.71	46.91	2.9	3 P.G.Gen.
		39.80	39.80	46.90	1.0	30 Chester River
		38.34	38.34	46.89	31.1	24 Union Mem.
		36.22	36.72	46.72	15.5	7 St.Jose
		37.96	38.01	46.36	30.4	2004 Good Sam.
		36.46	39.99	46.25	24.7	23 A.Arundel
		37.94	37.84	45.88	27.1	5050 Shady Grove
		36.80	37.31	45.82	22.2	16 Wash.Adv.
		36.42	37.35	45.47	28.4	4 Holy Cross
		37.46	37.46	45.39	35.0	15 Franklin Sqr.
		37.02	37.02	45.20	20.5	34 Harbor
		35.14	35.80	45.01	68.2	2 Univ. MD.
		36.09	36.54	44.88	17.2	49 Upper Chesapeak
		36.10	36.28	44.69	27.1	11 St. Agnes
		36.41	37.48	44.58	14.8	40 Northwest
		36.48	36.69	44.31	18.9	12 Sinai Hosp.
		36.02	36.14	44.22	27.2	19 Pen.Gen.
		35.51	35.67	44.09	19.2	33 Carroll,
		36.80	36.81	44.00	11.0	51 Drs. P.G.
		35.13	35.58	43.96	12.5	48 Howard
		35.58	37.18	43.49	9.0	32 Cecil County
		36.01	36.03	43.27	6.5	39 Calvert Mem.
		26.05	36.85	43.05	4.5	60 Ft. Washington
		32.51	32.51	42.94	16.7	38 MD.General
		33.83	33.87	42.77	15.5	2001 Kernan
		35.77	35.66	42.62	16.8	6 Harford Memo.
		34.34	36.47	42.53	19.0	54 So. MD.
		32.70	34.93	42.51	10.3	28 St. Marys
		30.43	30.49	42.33	17.0	27 W.Maryland MC
		35.36	35.38	41.34	8.5	8992 U. MIEMSS
		32.73	32.89	40.66	35.3	5 Frederic Memo.
		33.39	33.58	40.52	22.6	8 Mercy
		32.25	32.40	40.49	23.3	43 BW Medical Ctr.
		33.54	33.60	40.18	5.0	61 Atlantic G.
		31.14	31.28	39.53	1.6	17 Garrett
		31.32	31.32	39.20	9.5	10 Dochester Hosp
		32.30	32.33	39.13	11.1	35 Civista M. C
		27.15	27.32	36.00	25.9	37 Easton
		27.65	27.74	35.82	26.9	1 Meritus M.C.
		25.92	25.92	30.90	1.0	45 McCread
UTILIZ.REVIEW/QUAL.ASSUR.SPEC./CASE		35.18	35.90	43.83	910.4	
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