

Health Services Cost Review Commission
 Year 2014 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2014)
 Listed by Jobtitle, pay rate (Run date: 17NOV14)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ACCOUNTANT/FINANCIAL ANALYST	53	41.65	41.65	50.28	1.4	49 UCH-UpperChesap
		42.01	42.01	49.97	11.0	8 Mercy
		39.67	39.82	49.56	7.8	22 Suburban
		35.49	38.29	45.41	15.9	23 Anne Arundel
		37.12	37.12	45.19	6.7	6 UCH-Harford
		36.41	36.36	45.01	11.1	16 Washington Adv
		33.74	33.74	44.97	2.9	30 UM Chestertown
		33.52	33.53	44.81	2.7	5033 Levindale
		36.28	36.47	44.44	7.1	48 Howard County
		30.44	30.44	44.40	3.5	27 Western Marylan
		35.86	35.81	44.04	18.5	5050 Shady Grove
		37.27	37.18	43.25	0.5	87 Germantown Emg
		33.72	33.72	43.10	2.6	10 UM Dorchester
		34.43	34.43	43.04	16.7	63 UM St.Joseph
		34.78	34.78	43.04	12.0	44 GBMC
		33.72	33.72	42.85	8.5	37 UM Easton
		33.70	33.70	42.72	9.0	38 UM Midtown
		35.23	35.23	42.66	6.9	3 PG Hospital
		32.91	34.41	42.59	5.8	13 Bon Secours
		35.20	35.20	42.56	3.1	55 Laurel Regional
		33.72	33.72	42.21	0.3	88 Queen Annes Emg
		34.17	34.42	41.76	12.4	12 Sinai
		34.13	34.13	41.19	15.0	4 Holy Cross
		33.09	33.09	41.04	4.8	2001 UM Rehab&Ortho
		33.50	33.50	40.99	8.0	34 Medstar Harbor
		32.84	32.84	40.58	72.5	2 UMMC
		33.87	33.87	40.30	4.7	35 UM Charles Regi
		30.33	30.88	40.26	8.0	29 JH Bayview
		30.91	31.93	39.84	54.6	9 Johns Hopkins
		32.30	32.30	39.67	9.2	2004 Medstar Good Sa
		31.84	31.84	39.54	10.5	15 MedstarFranklin
		31.98	31.98	39.45	3.4	61 Atlantic Genera
		32.81	32.81	39.43	4.0	33 Carroll Hospita
		34.78	34.78	39.32	13.5	43 UM Baltimore Wa
		30.89	30.89	39.25	10.5	1 Meritus
		31.76	31.76	39.22	8.0	24 Medstar Union M
		31.06	31.06	38.97	4.0	18 Medstar Montgom
		30.75	30.75	38.92	10.9	19 Peninsula
		28.76	28.89	37.46	7.5	5 Frederick
		32.63	32.64	37.46	5.9	40 Northwest
		30.08	30.20	36.86	5.3	28 Medstar St Mary
		30.28	30.28	36.40	1.0	60 Ft Washington
		27.94	28.56	36.24	5.0	39 Calvert
		29.30	29.30	35.42	4.0	32 Union of Cecil
		27.69	27.69	33.72	3.0	51 Doctors
		27.37	27.37	33.33	5.0	11 St Agnes
		24.04	24.04	31.63	1.9	45 McCready
		26.34	26.34	31.11	0.0	62 MedStar So. MD.
		18.71	21.87	30.47	2.2	17 Garrett
ACCOUNTANT/FINANCIAL ANALYST		32.67	32.88	40.73	448.7	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ACCOUNTING/ACT.PYBLE/PAYROLL CLERK	54	26.64	27.63	35.18	2.1	39 Calvert
		27.78	27.80	34.00	4.0	4 Holy Cross
		25.82	26.16	32.47	3.6	28 Medstar St Mary
		25.29	26.13	32.16	9.3	23 Anne Arundel
		23.65	23.65	30.77	4.0	18 Medstar Montgom
		22.94	23.20	30.54	7.7	19 Peninsula
		23.19	23.19	30.23	1.5	22 Suburban
		18.90	21.10	29.55	1.6	30 UM Chestertown
		19.19	19.84	29.16	1.1	5033 Levindale
		21.63	21.63	28.94	0.9	45 McCready
		18.93	21.12	28.72	1.4	10 UM Dorchester
		18.93	21.12	28.71	4.7	37 UM Easton
		18.03	18.06	28.68	2.1	27 Western Marylan
		18.94	21.13	28.52	5.0	38 UM Midtown
		23.43	23.76	28.31	7.3	62 MedStar So. MD.
		18.93	21.12	28.20	0.2	88 Queen Annes Emg
		18.94	21.13	27.94	8.8	63 UM St. Joseph
		21.06	21.06	27.85	3.1	16 Washington Adv
		19.03	21.20	27.70	1.8	2001 UM Rehab&Ortho
		21.67	21.71	27.63	1.9	55 Laurel Regional
		21.62	21.67	27.62	4.0	3 PG Hospital
		21.06	21.06	27.53	4.2	5050 Shady Grove
		22.09	22.09	27.42	2.0	60 Ft Washington
		18.88	20.62	27.34	10.2	15 MedstarFranklin
		18.88	20.62	27.23	7.8	24 Medstar Union M
		18.88	20.62	27.12	5.8	34 Medstar Harbor
		18.59	20.68	27.07	34.7	2 UMMC
		18.88	20.62	27.04	8.5	2004 Medstar Good Sa
		17.08	18.89	26.98	2.1	17 Garrett
		19.17	19.25	26.66	4.9	5 Frederick
		21.14	21.18	26.61	3.0	51 Doctors
		18.85	21.05	26.18	2.7	35 UM Charles Regi
		19.96	19.96	26.09	6.1	44 GBMC
		17.83	20.78	26.04	7.6	11 St Agnes
		19.21	19.80	25.67	8.6	12 Sinai
		19.93	20.17	25.44	4.1	32 Union of Cecil
		18.55	18.55	25.43	11.1	1 Meritus
		19.31	20.01	25.42	6.5	33 Carroll Hospita
		21.06	21.06	25.41	0.2	87 Germantown Emg
		18.68	19.12	25.34	3.1	61 Atlantic Genera
		19.17	19.17	25.29	21.9	9 Johns Hopkins
		19.13	19.13	25.01	1.2	48 Howard County
		19.05	19.23	24.86	6.1	8 Mercy
		19.10	21.26	24.76	5.8	43 UM Baltimore Wa
		17.28	17.28	24.74	10.0	29 JH Bayview
		18.34	18.34	24.06	4.8	6 UCH-Harford
		19.19	19.84	23.36	5.2	40 Northwest
		16.46	16.52	21.86	0.7	49 UCH-UpperChesap
ACCOUNTING/ACT.PYBLE/PAYROLL CLERK		20.21	21.05	27.48	264.8	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ADMINISTRATIVE ASST.	40	23.81	23.84	30.99	33.8	22 Suburban
		19.94	22.61	29.28	12.6	2001 UM Rehab&Ortho
		20.21	21.97	28.58	2.8	13 Bon Secours
		21.84	22.53	28.22	1.1	333 Bowie Emg Ctr
		20.01	21.07	28.15	0.1	88 Queen Annes Emg
		20.78	21.42	27.94	25.9	5050 Shady Grove
		20.19	21.05	27.90	20.9	18 Medstar Montgom
		18.32	18.66	27.82	7.7	5033 Levindale
		19.98	21.23	27.69	138.1	2 UMMC
		18.82	21.18	27.26	14.2	6 UCH-Harford
		21.54	21.54	26.87	2.0	8992 UM Shock Trauma
		19.64	20.09	26.76	44.9	63 UM St.Joseph
		21.24	21.36	26.74	19.1	32 Union of Cecil
		19.58	19.87	26.51	21.4	16 Washington Adv
		18.70	19.30	26.46	29.0	38 UM Midtown
		19.84	19.94	26.38	30.3	34 Medstar Harbor
		20.24	20.38	26.30	60.2	12 Sinai
		18.03	20.53	26.05	14.7	23 Anne Arundel
		18.75	19.72	25.91	147.4	9 Johns Hopkins
		18.47	18.56	25.89	33.7	5 Frederick
		19.80	20.16	25.88	36.8	8 Mercy
		18.90	19.31	25.82	76.2	24 Medstar Union M
		18.68	19.06	25.64	76.4	15 MedstarFranklin
		15.55	15.57	25.52	42.9	27 Western Marylan
		19.29	19.50	25.43	35.0	48 Howard County
		19.09	19.11	25.12	50.4	44 GBMC
		18.19	18.22	25.06	23.7	1 Meritus
		18.36	18.72	24.99	59.7	2004 Medstar Good Sa
		18.70	19.18	24.87	52.9	49 UCH-UpperChesap
		17.78	18.51	24.85	15.1	39 Calvert
		19.10	20.34	24.60	20.8	62 MedStar So. MD.
		17.07	17.07	24.50	81.6	29 JH Bayview
		18.62	18.81	24.45	19.0	28 Medstar St Mary
		18.93	19.18	24.42	27.5	51 Doctors
		18.29	19.06	24.39	18.1	33 Carroll Hospita
		18.89	19.07	24.08	30.5	4 Holy Cross
		19.78	19.78	24.00	0.7	87 Germantown Emg
		16.53	16.83	23.90	28.9	37 UM Easton
		19.32	20.13	23.69	19.0	40 Northwest
		16.06	16.16	23.53	5.9	30 UM Chestertown
		17.94	17.96	23.51	2.4	3 PG Hospital
		18.35	18.55	23.43	15.5	35 UM Charles Regi
		17.52	17.67	23.15	3.1	55 Laurel Regional
		17.54	18.03	23.00	57.5	11 St Agnes
		15.98	16.08	22.97	4.8	10 UM Dorchester
		18.78	19.20	22.53	45.5	43 UM Baltimore Wa
		15.03	15.53	22.02	33.3	19 Peninsula
		16.41	16.54	21.33	5.5	60 Ft Washington
		14.72	14.73	20.52	6.5	61 Atlantic Genera
		12.88	12.90	19.96	2.8	17 Garrett
		13.13	13.15	19.47	1.9	45 McCready
ADMINISTRATIVE ASST.		18.53	19.04	25.18	1,559.5	
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BILLING CLERK	2	18.60	30.21	37.86	4.8	13 Bon Secours
		18.94	25.32	31.74	63.8	12 Sinai
		24.81	25.61	31.29	1.1	60 Ft Washington
		19.00	20.48	29.90	14.1	5033 Levindale
		22.42	22.56	29.52	8.9	16 Washington Adv
		22.42	22.56	29.21	11.9	5050 Shady Grove
		17.22	24.46	28.46	23.9	40 Northwest
		20.30	20.90	27.57	21.2	22 Suburban
		20.49	20.63	27.44	8.1	18 Medstar Montgom
		16.92	21.76	27.12	11.0	11 St Agnes
		22.42	22.55	27.06	0.4	87 Germantown Emg
		19.77	21.18	26.76	46.3	23 Anne Arundel
		16.31	17.84	25.58	0.1	30 UM Chestertown
		18.02	19.02	25.23	32.5	2 UMMC
		17.82	18.88	25.16	33.0	2004 Medstar Good Sa
		17.75	18.53	25.07	54.7	15 MedstarFranklin
		17.80	18.83	25.03	3.2	2001 UM Rehab&Ortho
		16.31	17.84	24.81	0.2	38 UM Midtown
		17.59	18.47	24.80	19.2	34 Medstar Harbor
		17.92	17.93	24.73	36.5	1 Meritus
		16.73	17.50	24.70	30.7	5 Frederick
		14.89	14.91	24.69	37.9	27 Western Marylan
		17.45	18.12	24.54	27.4	24 Medstar Union M
		18.65	18.67	24.43	6.0	6 UCH-Harford
		19.18	19.32	24.36	14.9	4 Holy Cross
		18.86	19.08	24.25	20.1	32 Union of Cecil
		18.18	18.18	24.05	31.5	44 GBMC
		17.15	18.63	23.91	1.0	333 Bowie Emg Ctr
		18.14	18.25	23.85	19.6	28 Medstar St Mary
		16.67	17.40	23.59	9.0	39 Calvert
		16.18	16.18	23.48	7.2	29 JH Bayview
		18.23	18.24	23.40	11.0	51 Doctors
		18.43	18.52	23.39	9.1	35 UM Charles Regi
		17.56	17.76	23.30	5.3	3 PG Hospital
		17.54	17.74	23.23	2.4	55 Laurel Regional
		17.26	17.69	23.16	118.8	8 Mercy
		17.24	17.24	22.89	4.2	48 Howard County
		16.49	17.04	22.86	58.9	9 Johns Hopkins
		15.57	15.85	22.81	12.2	37 UM Easton
		16.40	16.59	22.80	11.0	63 UM St.Joseph
		16.64	17.55	22.74	25.0	33 Carroll Hospita
		17.17	17.29	22.74	15.5	49 UCH-UpperChesap
		15.32	15.58	22.40	3.4	10 UM Dorchester
		15.25	15.26	21.72	34.5	19 Peninsula
		16.94	16.96	20.93	10.9	62 MedStar So. MD.
		14.19	14.43	20.91	5.3	45 McCready
		14.43	14.64	20.42	14.9	61 Atlantic Genera
		13.22	13.22	20.33	2.9	17 Garrett
		16.48	16.71	19.85	11.2	43 UM Baltimore Wa
BILLING CLERK		17.74	18.78	24.90	956.8	
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C.T. TECHNOLOGIST	57	46.65	49.45	59.93	1.7	39 Calvert
		37.80	48.21	55.45	4.9	87 Germantown Emg
		40.53	45.38	54.80	4.4	18 Medstar Montgom
		38.78	44.68	53.96	10.1	5050 Shady Grove
		33.96	43.00	52.27	3.5	13 Bon Secours
		35.81	39.74	49.47	4.0	22 Suburban
		35.97	39.17	48.88	3.8	38 UM Midtown
		39.96	41.04	48.41	8.7	23 Anne Arundel
		36.18	39.95	48.02	6.6	24 Medstar Union M
		36.15	41.80	47.89	8.7	62 MedStar So. MD.
		36.00	38.64	47.44	6.9	44 GBMC
		34.95	38.48	47.39	7.5	16 Washington Adv
		31.30	38.55	47.39	30.6	9 Johns Hopkins
		30.26	32.76	47.34	3.9	27 Western Marylan
		32.91	38.90	47.31	28.0	2 UMMC
		36.66	38.90	47.19	6.7	6 UCH-Harford
		36.73	37.70	46.89	11.9	1 Meritus
		37.14	39.68	46.79	4.1	32 Union of Cecil
		36.41	38.55	46.31	10.3	12 Sinai
		34.24	37.72	45.92	8.0	15 MedstarFranklin
		34.75	37.83	45.64	7.5	2004 Medstar Good Sa
		35.87	38.26	45.17	3.9	60 Ft Washington
		36.26	38.08	45.17	8.9	11 St Agnes
		30.95	36.58	44.95	6.2	2001 UM Rehab&Ortho
		32.39	34.69	44.62	11.5	29 JH Bayview
		34.61	37.52	44.46	4.3	51 Doctors
		32.58	35.51	44.21	12.8	19 Peninsula
		32.01	34.89	44.19	10.8	5 Frederick
		35.28	35.87	43.75	13.9	49 UCH-UpperChesap
		32.36	35.96	43.64	6.3	34 Medstar Harbor
		34.53	35.70	43.58	12.3	48 Howard County
		35.37	35.68	42.99	8.1	8 Mercy
		32.19	35.43	42.68	10.0	4 Holy Cross
		33.35	37.00	41.72	11.9	43 UM Baltimore Wa
		31.56	33.60	41.23	13.9	61 Atlantic Genera
		33.56	35.86	41.01	8.0	40 Northwest
		33.18	33.94	40.66	6.3	33 Carroll Hospita
		31.31	33.36	39.73	5.9	35 UM Charles Regi
		25.63	26.78	34.69	1.5	45 McCready
		25.38	25.38	34.59	1.0	17 Garrett
C.T. TECHNOLOGIST		34.54	37.76	45.94	339.3	
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CASHIER - BUSINESS OFFICE	3	18.45	23.45	30.24	1.6	13 Bon Secours
		16.71	23.94	30.23	6.2	12 Sinai
		21.92	21.92	28.76	3.3	22 Suburban
		17.08	17.08	26.01	1.0	5033 Levindale
		18.13	18.13	25.35	0.7	37 UM Easton
		18.13	18.13	25.31	0.2	10 UM Dorchester
		19.10	19.98	25.23	1.1	32 Union of Cecil
		19.09	19.50	24.77	2.1	51 Doctors
		18.15	18.18	24.72	2.0	18 Medstar Montgom
		19.11	19.42	24.47	17.3	4 Holy Cross
		15.85	17.60	24.06	1.9	15 MedstarFranklin
		18.42	18.42	24.01	0.9	49 UCH-UpperChesap
		15.85	17.60	23.99	1.5	24 Medstar Union M
		16.59	16.59	23.95	0.9	29 JH Bayview
		15.85	17.60	23.87	1.1	34 Medstar Harbor
		15.85	17.60	23.78	1.6	2004 Medstar Good Sa
		18.07	18.07	23.64	1.0	3 PG Hospital
		16.25	16.42	23.49	1.0	5 Frederick
		15.79	16.28	23.05	2.0	38 UM Midtown
		16.65	16.87	22.67	13.5	9 Johns Hopkins
		16.06	16.07	22.66	11.4	1 Meritus
		16.82	16.82	22.42	0.3	48 Howard County
		15.24	15.25	21.71	3.8	19 Peninsula
		14.79	15.65	21.61	3.0	39 Calvert
		14.25	15.68	21.04	6.7	28 Medstar St Mary
		15.73	15.76	21.04	1.0	55 Laurel Regional
		14.26	17.56	20.85	7.2	40 Northwest
		15.30	15.30	20.64	0.9	6 UCH-Harford
		15.06	15.06	20.26	1.1	8 Mercy
		13.56	14.23	20.18	2.7	16 Washington Adv
		14.25	14.25	19.99	1.0	61 Atlantic Genera
		12.68	13.30	18.84	2.4	5050 Shady Grove
		12.50	12.67	18.34	1.0	63 UM St.Joseph
		10.85	11.80	17.22	9.2	2 UMMC
		12.69	12.93	16.42	0.0	87 Germantown Emg
		12.43	13.36	16.24	4.5	43 UM Baltimore Wa
CASHIER - BUSINESS OFFICE		16.04	16.90	22.81	117.1	
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COLLECTION CLERK	55	20.12	27.89	32.23	1.1	40 Northwest
		22.22	22.22	31.89	1.0	5033 Levindale
		20.77	24.62	30.97	1.0	12 Sinai
		22.55	22.55	29.55	4.0	18 Medstar Montgom
		22.24	22.24	27.76	1.0	51 Doctors
		20.32	20.63	27.38	5.2	63 UM St.Joseph
		18.89	19.27	27.32	0.8	30 UM Chestertown
		19.20	20.60	26.99	71.2	2 UMMC
		18.89	19.27	26.64	2.2	37 UM Easton
		18.89	19.27	26.61	0.7	10 UM Dorchester
		18.89	19.27	26.43	2.3	38 UM Midtown
		20.08	20.08	26.22	3.0	44 GBMC
		18.89	19.27	26.15	0.1	88 Queen Annes Emg
		19.17	19.32	25.89	7.4	16 Washington Adv
		19.81	19.85	25.61	18.0	3 PG Hospital
		18.89	19.27	25.53	0.8	2001 UM Rehab&Ortho
		19.08	20.15	25.30	6.8	60 Ft Washington
		20.42	20.72	25.03	0.1	87 Germantown Emg
		19.69	19.97	24.98	2.3	35 UM Charles Regi
		18.21	18.38	24.54	7.2	5050 Shady Grove
		18.41	18.45	24.02	8.4	55 Laurel Regional
		18.68	18.73	24.02	1.0	333 Bowie Emg Ctr
		16.69	17.54	23.99	5.0	15 MedstarFranklin
		16.69	17.54	23.92	3.8	24 Medstar Union M
		16.69	17.54	23.81	2.8	34 Medstar Harbor
		16.69	17.54	23.72	4.2	2004 Medstar Good Sa
		17.85	18.12	23.42	8.2	23 Anne Arundel
		17.54	17.67	23.20	2.2	28 Medstar St Mary
		17.63	17.63	23.09	1.0	8 Mercy
		17.98	18.05	22.12	6.0	62 MedStar So. MD.
		17.94	18.10	21.35	16.9	43 UM Baltimore Wa
		14.78	14.90	21.32	8.4	19 Peninsula
		14.46	16.35	21.15	38.7	11 St Agnes
		15.90	16.42	21.07	2.2	4 Holy Cross
		14.43	14.43	20.90	1.0	45 McCready
		14.05	14.18	19.91	9.1	61 Atlantic Genera
		12.13	12.64	19.64	10.3	17 Garrett
COLLECTION CLERK		18.26	18.94	24.96	265.5	
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Health Services Cost Review Commission
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
COOK	56	20.72	20.98	26.33	2.8	32 Union of Cecil
		19.82	20.46	25.98	12.1	23 Anne Arundel
		18.19	18.20	25.79	10.5	29 JH Bayview
		14.17	15.80	24.55	12.8	5033 Levindale
		16.71	17.70	23.93	6.1	39 Calvert
		16.69	17.72	23.44	12.7	48 Howard County
		15.85	16.28	22.62	10.9	18 Medstar Montgom
		12.38	12.74	21.93	4.8	27 Western Marylan
		14.47	15.01	21.86	12.1	37 UM Easton
		14.49	16.27	21.78	23.2	12 Sinai
		13.95	15.10	21.72	14.8	38 UM Midtown
		14.44	15.86	21.71	10.8	5050 Shady Grove
		15.41	16.29	21.70	6.8	28 Medstar St Mary
		16.57	16.61	21.70	5.0	33 Carroll Hospita
		15.96	16.63	21.64	7.5	51 Doctors
		15.02	16.20	21.53	7.9	55 Laurel Regional
		14.74	15.80	21.45	66.1	9 Johns Hopkins
		15.42	16.04	21.38	7.6	3 PG Hospital
		14.41	15.06	21.12	10.3	16 Washington Adv
		14.32	14.43	20.81	12.6	1 Meritus
		14.65	15.09	20.81	13.5	22 Suburban
		13.66	14.09	20.70	8.8	10 UM Dorchester
		16.03	16.49	20.42	5.8	62 MedStar So. MD.
		13.94	14.54	20.26	16.3	2 UMMC
		13.90	14.35	20.10	9.7	61 Atlantic Genera
		15.92	16.66	19.80	11.2	43 UM Baltimore Wa
		13.98	14.50	19.74	7.3	6 UCH-Harford
		14.68	15.15	19.62	20.2	4 Holy Cross
		12.43	12.86	19.51	3.6	30 UM Chestertown
		11.86	12.84	19.03	9.3	19 Peninsula
		13.47	13.86	18.93	13.4	8 Mercy
		13.18	13.64	18.85	17.6	44 GBMC
13.34	13.53	18.47	15.4	49 UCH-UpperChesap		
13.94	14.02	18.43	5.7	35 UM Charles Regi		
10.87	11.03	17.76	3.0	17 Garrett		
13.23	14.10	17.05	18.7	40 Northwest		
COOK		14.80	15.44	21.18	437.0	
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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	14.46	14.61	21.69	67.5	29 JH Bayview
		12.40	12.99	21.34	29.5	5033 Levindale
		11.67	12.12	21.14	58.9	27 Western Marylan
		12.89	14.01	20.50	26.0	38 UM Midtown
		13.33	14.63	20.32	4.2	2001 UM Rehab&Ortho
		13.35	14.69	19.86	11.6	55 Laurel Regional
		12.50	13.18	19.86	41.7	5 Frederick
		12.55	13.29	19.31	29.7	18 Medstar Montgom
		12.52	13.44	19.30	29.7	16 Washington Adv
		13.31	13.42	19.26	1.0	2004 Medstar Good Sa
		12.92	12.95	19.16	35.8	1 Meritus
		12.26	12.67	19.07	8.7	10 UM Dorchester
		13.25	14.08	19.02	67.3	23 Anne Arundel
		13.01	13.86	18.96	26.2	3 PG Hospital
		14.21	14.50	18.87	46.7	4 Holy Cross
		13.38	14.06	18.84	34.2	51 Doctors
		11.76	13.20	18.77	69.2	2 UMMC
		11.07	11.97	18.44	26.7	37 UM Easton
		12.53	12.98	18.36	18.0	22 Suburban
		12.32	13.03	18.21	77.9	12 Sinai
		11.67	13.00	18.15	33.7	48 Howard County
		12.35	12.92	18.03	24.0	44 GBMC
		11.64	12.56	18.02	36.4	5050 Shady Grove
		11.12	12.65	17.86	112.3	9 Johns Hopkins
		11.11	12.24	17.73	15.7	39 Calvert
		10.85	11.27	17.57	8.4	30 UM Chestertown
		12.75	12.83	17.57	28.5	33 Carroll Hospita
		11.98	12.22	17.12	50.8	8 Mercy
		11.35	12.05	17.08	19.0	28 Medstar St Mary
		11.90	12.51	17.07	14.9	32 Union of Cecil
		11.96	12.04	16.98	11.6	6 UCH-Harford
		10.79	11.32	16.78	7.4	61 Atlantic Genera
		11.71	11.82	16.55	26.5	49 UCH-UpperChesap
		9.52	9.68	16.18	8.5	17 Garrett
		11.37	11.84	16.18	6.8	60 Ft Washington
		9.84	10.24	16.15	38.6	19 Peninsula
		11.71	11.72	15.91	19.3	35 UM Charles Regi
		11.98	12.66	15.49	45.8	43 UM Baltimore Wa
		12.01	12.40	15.17	32.3	40 Northwest
		10.56	11.13	14.61	14.3	62 MedStar So. MD.
DIETARY AIDE I		12.10	12.72	18.16	1,265.2	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
DIETITIAN	6	39.10	39.81	48.99	3.3	39 Calvert
		35.15	35.38	45.40	17.5	29 JH Bayview
		37.34	37.34	45.12	0.5	34 Medstar Harbor
		34.21	34.21	41.90	1.0	61 Atlantic Genera
		34.01	34.01	41.89	3.3	15 MedstarFranklin
		33.88	33.88	41.49	1.9	24 Medstar Union M
		33.17	33.17	41.19	3.6	44 GBMC
		33.48	33.48	40.08	1.1	11 St Agnes
		30.74	31.12	38.44	0.8	48 Howard County
		29.21	30.84	38.36	24.8	2 UMMC
		29.66	31.82	38.36	5.0	23 Anne Arundel
		31.14	31.14	37.99	2.0	8 Mercy
		30.52	31.57	37.76	2.0	35 UM Charles Regi
		30.39	30.39	37.60	4.0	2004 Medstar Good Sa
		30.00	30.00	37.53	0.2	5050 Shady Grove
		24.55	24.67	37.07	6.9	27 Western Marylan
		29.77	30.35	37.03	2.9	28 Medstar St Mary
		30.59	30.59	37.00	4.9	33 Carroll Hospita
		29.13	29.13	36.12	1.0	49 UCH-UpperChesap
		29.93	29.84	36.02	3.0	32 Union of Cecil
		27.97	27.97	35.98	4.1	1 Meritus
		28.22	28.23	35.83	1.6	18 Medstar Montgom
		30.34	30.45	35.05	1.6	40 Northwest
		25.58	25.76	33.38	5.0	19 Peninsula
		26.82	26.82	32.89	6.7	4 Holy Cross
		25.52	25.58	30.29	5.0	62 MedStar So. MD.
		17.10	22.33	28.96	1.1	2001 UM Rehab&Ortho
		24.43	24.66	28.42	10.0	43 UM Baltimore Wa
		16.23	17.84	23.78	103.3	9 Johns Hopkins
		16.26	16.42	23.21	1.6	38 UM Midtown
		12.53	13.59	18.66	10.5	3 PG Hospital
DIETITIAN		28.61	29.11	36.19	240.2	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
E.K.G./CARDIOLOGY TECH.	7	38.41	43.26	52.38	4.5	5050 Shady Grove
		34.62	38.52	46.31	8.6	3 PG Hospital
		33.50	36.87	44.41	5.7	55 Laurel Regional
		34.32	35.45	44.05	1.8	39 Calvert
		30.75	34.11	42.26	4.6	13 Bon Secours
		31.02	34.41	42.13	3.7	48 Howard County
		29.42	31.72	40.14	7.1	22 Suburban
		28.77	29.20	37.95	1.9	10 UM Dorchester
		25.42	26.82	34.73	0.9	45 McCready
		24.20	25.02	33.57	11.1	29 JH Bayview
		19.64	26.66	32.59	1.0	51 Doctors
		24.52	25.99	31.97	4.7	33 Carroll Hospita
		21.00	24.53	31.74	8.3	16 Washington Adv
		24.04	25.35	31.30	13.8	23 Anne Arundel
		23.32	24.57	30.91	4.6	12 Sinai
		20.75	23.09	29.12	5.4	8 Mercy
		17.54	18.01	28.62	6.2	27 Western Marylan
		23.04	24.06	28.02	5.9	40 Northwest
		21.67	21.77	27.80	11.2	49 UCH-UpperChesap
		20.49	20.65	27.46	1.4	18 Medstar Montgom
		21.62	22.21	27.45	2.1	35 UM Charles Regi
		18.56	20.39	26.68	2.2	9 Johns Hopkins
		18.60	18.77	24.72	1.9	44 GBMC
		16.67	16.69	24.18	1.9	30 UM Chestertown
		15.54	17.31	24.00	3.9	19 Peninsula
		17.77	17.77	23.84	8.0	2 UMMC
		16.12	16.51	23.59	3.0	5 Frederick
		17.33	18.00	23.56	1.2	28 Medstar St Mary
		15.94	16.67	23.50	2.3	38 UM Midtown
		16.37	16.57	22.77	3.1	63 UM St.Joseph
		16.21	16.38	22.56	2.1	34 Medstar Harbor
		14.56	16.10	22.43	6.0	15 MedstarFranklin
		15.14	16.09	22.15	6.1	2004 Medstar Good Sa
		13.91	15.57	21.80	3.2	24 Medstar Union M
		14.95	15.02	21.48	3.6	1 Meritus
		16.44	16.57	21.39	12.0	11 St Agnes
		15.72	16.67	21.35	8.4	4 Holy Cross
		13.65	14.01	20.74	3.8	37 UM Easton
		14.59	14.59	20.36	1.0	61 Atlantic Genera
		14.85	14.85	20.14	2.4	6 UCH-Harford
14.79	14.95	19.74	2.1	32 Union of Cecil		
15.54	15.83	19.71	2.8	62 MedStar So. MD.		
15.83	16.33	19.44	4.0	43 UM Baltimore Wa		
E.K.G./CARDIOLOGY TECH.		20.86	22.18	28.72	199.1	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ENVIRONMENTAL SERVICE WORKER	12	17.15	17.40	22.31	1.0	11 St Agnes
		14.19	14.85	21.96	96.7	29 JH Bayview
		13.73	15.16	21.38	42.2	18 Medstar Montgom
		12.03	12.69	20.99	32.5	5033 Levindale
		12.59	14.29	20.81	54.9	38 UM Midtown
		13.80	15.41	20.75	35.6	28 Medstar St Mary
		13.52	15.33	20.59	81.5	3 PG Hospital
		12.49	13.72	20.47	77.5	5 Frederick
		12.38	14.64	20.31	28.9	13 Bon Secours
		10.72	11.43	20.28	72.0	27 Western Marylan
		12.84	14.14	20.15	20.6	34 Medstar Harbor
		12.88	14.89	20.07	35.4	55 Laurel Regional
		12.15	13.32	19.96	46.9	37 UM Easton
		13.76	15.11	19.91	54.3	32 Union of Cecil
		12.46	13.73	19.62	14.3	16 Washington Adv
		12.89	14.75	19.62	4.8	333 Bowie Emg Ctr
		13.15	13.31	19.56	71.6	1 Meritus
		11.93	13.46	19.56	119.5	15 MedstarFranklin
		11.92	13.74	19.44	51.3	39 Calvert
		13.91	14.39	19.28	52.8	33 Carroll Hospita
		13.12	14.22	19.16	116.4	23 Anne Arundel
		12.98	13.66	19.15	52.6	22 Suburban
		12.83	13.55	19.11	2.0	2001 UM Rehab&Ortho
		12.07	12.95	18.97	29.4	24 Medstar Union M
		12.45	13.30	18.95	22.6	61 Atlantic Genera
		11.96	12.67	18.82	3.3	88 Queen Annes Emg
		12.11	13.23	18.77	56.6	5050 Shady Grove
		11.88	13.55	18.76	61.8	48 Howard County
		11.81	12.88	18.68	80.5	2004 Medstar Good Sa
		12.93	13.88	18.64	64.5	51 Doctors
		13.32	14.16	18.49	113.9	4 Holy Cross
		11.47	12.08	18.40	20.3	10 UM Dorchester
		11.31	12.25	18.37	77.5	19 Peninsula
		11.51	11.89	18.33	9.2	30 UM Chestertown
		11.55	12.63	18.14	261.4	2 UMMC
		11.88	12.96	18.13	183.2	12 Sinai
		12.86	13.00	18.06	30.2	6 UCH-Harford
		12.80	13.05	18.05	157.8	8 Mercy
		10.66	12.49	17.68	572.1	9 Johns Hopkins
		11.92	12.59	17.66	113.1	44 GBMC
		11.77	13.63	17.20	4.8	87 Germantown Emg
		12.26	12.36	17.16	69.9	49 UCH-UpperChesap
		9.80	10.46	17.10	16.1	17 Garrett
		11.64	12.51	16.91	13.7	60 Ft Washington
		13.33	13.51	16.40	4.4	40 Northwest
		9.58	9.88	15.83	8.2	45 McCready
		11.62	12.63	15.46	89.1	43 UM Baltimore Wa
		10.71	11.64	15.16	61.8	62 MedStar So. MD.
ENVIRONMENTAL SERVICE WORKER		12.39	13.40	18.93	3,290.8	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
EXECUTIVE ASST.	8	34.58	34.58	42.86	3.0	18 Medstar Montgom
		34.90	34.90	42.68	0.6	6 UCH-Harford
		34.59	34.59	42.30	1.4	49 UCH-UpperChesap
		29.54	30.91	39.57	3.1	38 UM Midtown
		27.23	31.10	39.30	0.0	88 Queen Annes Emg
		31.06	31.24	38.53	8.1	2004 Medstar Good Sa
		30.63	30.89	38.28	11.3	24 Medstar Union M
		30.29	31.99	38.27	1.0	8992 UM Shock Trauma
		27.45	27.49	37.91	2.8	5033 Levindale
		30.01	29.59	37.42	3.7	16 Washington Adv
		29.61	29.79	37.31	10.3	15 MedstarFranklin
		29.74	29.93	37.15	6.7	34 Medstar Harbor
		29.09	29.09	37.09	2.5	22 Suburban
		28.15	28.24	36.74	7.0	5 Frederick
		30.11	30.11	36.32	3.0	32 Union of Cecil
		28.69	29.37	36.20	12.9	12 Sinai
		28.78	28.78	36.17	16.0	44 GBMC
		29.31	29.42	35.84	8.1	4 Holy Cross
		28.02	28.39	35.80	20.0	9 Johns Hopkins
		27.47	28.37	35.79	1.0	13 Bon Secours
		26.91	27.90	35.63	7.8	63 UM St.Joseph
		28.64	29.26	35.57	10.9	23 Anne Arundel
		29.17	29.17	35.34	3.0	51 Doctors
		28.16	27.96	35.25	10.5	5050 Shady Grove
		24.74	27.77	34.94	18.8	2 UMMC
		30.02	29.59	34.85	0.2	87 Germantown Emg
		28.60	28.76	34.67	6.4	35 UM Charles Regi
		25.38	27.09	34.30	2.6	2001 UM Rehab&Ortho
		27.78	27.78	34.28	9.0	8 Mercy
		27.02	27.02	33.85	8.5	48 Howard County
		21.91	21.92	33.59	8.0	27 Western Marylan
		28.89	28.97	33.42	7.4	40 Northwest
		27.38	27.38	33.22	2.0	60 Ft Washington
		28.15	28.83	32.91	10.4	43 UM Baltimore Wa
		27.74	27.76	32.65	6.9	62 MedStar So. MD.
		24.21	25.18	32.41	9.5	39 Calvert
		23.32	24.33	32.39	1.6	10 UM Dorchester
		23.34	24.36	32.35	5.2	37 UM Easton
		26.01	26.05	32.34	5.2	28 Medstar St Mary
		24.74	24.74	32.25	7.5	19 Peninsula
		24.16	24.36	31.94	9.1	1 Meritus
		25.05	25.05	30.94	12.0	33 Carroll Hospita
		22.76	23.28	29.41	22.2	3 PG Hospital
		22.81	23.12	29.19	12.2	55 Laurel Regional
		19.85	20.74	29.12	2.4	30 UM Chestertown
		20.82	20.85	28.81	66.3	29 JH Bayview
		18.41	18.41	26.41	2.0	17 Garrett
		18.75	18.75	25.73	1.0	45 McCready
		19.97	20.43	25.66	43.0	11 St Agnes
		17.62	17.86	23.95	19.0	61 Atlantic Genera
EXECUTIVE ASST.		26.83	27.27	34.38	453.2	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
GENERAL DUTY NURSE	11	38.56	50.96	61.25	132.6	13 Bon Secours
		37.22	46.48	57.31	311.1	22 Suburban
		35.93	42.66	52.82	248.2	38 UM Midtown
		37.44	43.49	50.23	19.1	87 Germantown Emg
		35.16	43.68	49.92	364.9	62 MedStar So. MD.
		36.79	42.27	49.56	84.1	60 Ft Washington
		34.08	40.59	49.46	152.1	2001 UM Rehab&Ortho
		36.30	37.58	49.44	43.1	5033 Levindale
		35.02	40.05	49.27	179.2	39 Calvert
		35.77	40.14	49.16	608.4	44 GBMC
		34.65	39.48	48.77	474.0	63 UM St.Joseph
		35.32	41.46	48.75	287.8	51 Doctors
		33.64	41.05	48.70	11.3	333 Bowie Emg Ctr
		37.56	40.64	48.61	805.7	12 Sinai
		35.62	39.69	48.50	201.1	18 Medstar Montgom
		34.79	39.42	48.44	380.6	16 Washington Adv
		35.74	39.02	48.10	10.3	88 Queen Annes Emg
		35.55	39.41	48.06	593.1	5050 Shady Grove
		38.07	40.45	47.79	396.4	33 Carroll Hospita
		36.08	40.14	47.43	807.9	23 Anne Arundel
		33.70	39.10	47.39	480.2	48 Howard County
		34.72	39.02	46.93	475.8	2004 Medstar Good Sa
		34.12	36.64	46.83	800.3	29 JH Bayview
		33.73	35.17	46.72	77.6	30 UM Chestertown
		34.06	38.37	46.63	812.3	15 MedstarFranklin
		34.67	38.73	46.62	274.1	34 Medstar Harbor
		33.00	37.54	46.47	583.7	19 Peninsula
		34.68	38.43	46.39	542.0	24 Medstar Union M
		33.55	37.60	46.31	2,593.3	9 Johns Hopkins
		32.75	38.49	46.20	178.1	55 Laurel Regional
		30.09	31.78	46.09	413.6	27 Western Marylan
		36.77	37.92	46.06	450.7	49 UCH-UpperChesap
		34.82	38.47	45.89	235.8	28 Medstar St Mary
		32.76	36.12	45.57	416.5	5 Frederick
		34.04	37.65	45.34	449.6	3 PG Hospital
		35.22	36.08	45.06	474.9	1 Meritus
		37.10	37.41	44.90	582.4	8 Mercy
		35.64	39.30	44.79	390.0	40 Northwest
		34.04	37.25	44.75	869.8	4 Holy Cross
		34.99	36.29	44.25	171.5	6 UCH-Harford
		33.10	37.33	44.21	202.8	32 Union of Cecil
		31.09	35.73	43.79	1,810.8	2 UMMC
		32.73	36.86	43.59	214.0	35 UM Charles Regi
		31.82	35.36	43.16	128.9	61 Atlantic Genera
		30.30	33.55	42.91	71.0	10 UM Dorchester
		30.77	33.64	42.77	232.7	37 UM Easton
		32.82	37.74	42.51	587.5	43 UM Baltimore Wa
		32.07	35.45	42.26	563.3	11 St Agnes
		29.38	33.95	40.41	376.4	8992 UM Shock Trauma
		25.76	28.58	38.34	73.7	17 Garrett
		27.53	29.11	37.29	15.8	45 McCready
GENERAL DUTY NURSE		34.14	38.30	46.71	21,659.9	
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Health Services Cost Review Commission
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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	32.07	32.01	40.13	5.5	16 Washington Adv
		21.81	21.86	28.38	19.7	2 UMMC
		19.02	19.03	26.15	2.1	38 UM Midtown
		15.97	17.19	26.14	8.7	5033 Levindale
		19.53	20.12	26.12	9.0	48 Howard County
		19.68	20.40	25.91	6.9	23 Anne Arundel
		16.18	16.41	23.74	13.3	29 JH Bayview
		16.95	16.95	23.37	2.2	18 Medstar Montgom
		16.12	16.17	22.77	37.8	1 Meritus
		17.18	17.84	22.68	11.8	4 Holy Cross
		16.22	16.66	22.59	8.6	2001 UM Rehab&Ortho
		15.08	15.94	22.20	17.6	24 Medstar Union M
		15.94	16.27	22.18	18.5	22 Suburban
		14.74	16.44	22.18	28.6	9 Johns Hopkins
		16.00	16.12	22.00	4.7	5050 Shady Grove
		16.40	16.45	21.93	2.3	6 UCH-Harford
		14.65	14.67	21.72	1.2	30 UM Chestertown
		18.14	18.18	21.54	1.7	40 Northwest
		12.26	12.41	21.52	7.6	27 Western Marylan
		15.12	15.46	21.51	13.9	63 UM St.Joseph
		14.49	14.57	21.25	1.1	10 UM Dorchester
		14.67	15.01	21.24	16.8	15 MedstarFranklin
		15.26	15.59	21.03	16.3	12 Sinai
		14.59	14.79	20.84	5.0	34 Medstar Harbor
		13.59	14.01	20.73	6.5	37 UM Easton
		15.20	15.28	20.73	4.7	44 GBMC
		17.04	16.76	20.65	0.1	87 Germantown Emg
		14.46	15.06	20.26	18.5	8 Mercy
		14.53	14.86	20.08	1.8	3 PG Hospital
		13.22	13.26	19.94	2.7	5 Frederick
		14.40	14.62	19.88	4.5	28 Medstar St Mary
		14.53	15.06	19.86	5.3	32 Union of Cecil
		14.44	14.68	19.60	4.4	33 Carroll Hospita
		12.41	12.88	19.08	6.2	19 Peninsula
		12.96	13.24	19.07	13.6	2004 Medstar Good Sa
		13.98	14.03	19.04	40.4	49 UCH-UpperChesap
		12.57	12.63	18.22	4.6	61 Atlantic Genera
		13.85	14.42	18.18	21.2	62 MedStar So. MD.
		13.39	13.42	17.77	12.1	35 UM Charles Regi
		13.53	14.33	17.28	18.3	43 UM Baltimore Wa
		9.93	12.11	16.46	18.7	11 St Agnes
GENERAL OFFICE CLERK		15.66	16.03	21.85	444.6	
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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	37.64	37.94	46.42	13.7	5050 Shady Grove
		35.27	38.03	45.13	14.3	23 Anne Arundel
		36.13	36.39	45.04	9.7	16 Washington Adv
		37.82	38.11	44.28	0.4	87 Germantown Emg
		35.67	36.04	43.73	7.5	34 Medstar Harbor
		34.22	34.60	42.15	10.9	2004 Medstar Good Sa
		32.91	32.91	41.54	5.7	22 Suburban
		33.15	33.15	41.28	1.8	18 Medstar Montgom
		32.58	32.97	40.76	13.0	15 MedstarFranklin
		33.10	33.10	40.30	6.7	3 PG Hospital
		33.14	33.14	40.28	3.2	55 Laurel Regional
		31.91	32.26	39.75	11.1	24 Medstar Union M
		30.74	31.36	39.42	5.0	39 Calvert
		31.66	31.80	38.55	15.6	4 Holy Cross
		29.03	29.03	38.16	20.3	29 JH Bayview
		30.42	30.43	38.06	13.1	44 GBMC
		28.24	28.24	36.74	8.0	5 Frederick
		28.97	29.83	36.04	8.8	11 St Agnes
		25.37	25.52	35.65	2.2	5033 Levindale
		28.60	28.87	35.65	8.0	12 Sinai
		25.61	25.82	35.31	0.8	30 UM Chestertown
		27.93	27.95	35.30	51.1	9 Johns Hopkins
		29.14	29.14	35.25	5.0	32 Union of Cecil
		28.34	28.34	35.23	10.6	49 UCH-UpperChesap
		25.67	25.88	34.15	0.8	10 UM Dorchester
		23.44	26.86	34.09	2.7	13 Bon Secours
		25.67	25.88	34.05	2.6	37 UM Easton
		25.64	25.84	33.84	2.9	38 UM Midtown
		25.67	25.88	33.49	0.1	88 Queen Annes Emg
		28.60	28.87	33.31	5.3	40 Northwest
		25.52	25.72	33.15	4.5	63 UM St.Joseph
		25.73	25.93	33.00	1.4	2001 UM Rehab&Ortho
		26.53	26.55	32.93	16.0	8 Mercy
		26.52	26.62	32.31	2.1	35 UM Charles Regi
		26.19	26.19	32.19	7.6	33 Carroll Hospita
		24.45	24.45	31.92	7.5	19 Peninsula
		27.62	27.79	31.79	6.6	43 UM Baltimore Wa
		25.02	25.03	31.62	10.9	48 Howard County
		23.66	23.66	31.15	8.6	1 Meritus
		22.84	23.34	30.03	25.9	2 UMMC
		18.50	18.50	29.24	2.0	27 Western Marylan
		22.92	23.02	29.04	6.3	28 Medstar St Mary
		22.39	22.39	28.93	2.0	61 Atlantic Genera
		17.15	17.15	24.94	1.0	17 Garrett
		18.50	18.50	24.24	0.3	6 UCH-Harford
		16.07	16.07	22.73	1.5	45 McCready
		17.53	17.53	22.62	1.0	51 Doctors
HUMAN RESOURCES, ASSOCIATE LEVEL		27.65	27.93	35.21	366.0	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
HUMAN RESOURCES, MGMT. LEVEL	69	244.53	244.53	277.58	0.6	48 Howard County
		70.47	70.47	80.76	1.0	28 Medstar St Mary
		64.12	64.12	74.03	2.7	24 Medstar Union M
		57.72	57.72	68.02	2.3	4 Holy Cross
		55.48	56.10	67.47	1.0	39 Calvert
		57.60	57.60	66.93	0.5	34 Medstar Harbor
		56.67	56.67	65.37	1.0	32 Union of Cecil
		52.68	52.68	64.51	2.0	22 Suburban
		53.51	53.51	64.45	4.0	44 GBMC
		53.31	53.31	64.02	3.3	16 Washington Adv
		52.63	52.63	62.86	4.0	5050 Shady Grove
		53.73	53.73	62.83	2.3	2004 Medstar Good Sa
		51.23	51.23	62.50	2.0	5 Frederick
		52.33	52.33	61.80	1.9	15 MedstarFranklin
		52.85	52.85	61.49	3.0	11 St Agnes
		48.45	51.46	59.77	2.0	23 Anne Arundel
		47.80	47.80	59.57	6.3	29 JH Bayview
		48.71	48.71	58.87	4.7	19 Peninsula
		51.10	51.10	58.65	0.1	87 Germantown Emg
		48.92	48.92	57.05	2.0	33 Carroll Hospita
		43.38	44.15	56.95	1.3	5033 Levindale
		47.12	47.12	56.47	4.9	49 UCH-UpperChesap
		47.34	47.34	55.86	6.5	8 Mercy
		42.42	42.42	55.56	0.1	30 UM Chestertown
		45.58	45.58	54.71	0.9	6 UCH-Harford
		42.42	42.42	53.04	0.1	10 UM Dorchester
		42.42	42.42	52.62	0.3	37 UM Easton
		42.42	42.42	52.56	0.3	38 UM Midtown
		43.37	44.12	52.45	9.2	12 Sinai
		42.42	42.42	52.11	0.5	63 UM St.Joseph
		40.53	42.55	51.77	1.9	13 Bon Secours
		42.42	42.42	51.52	0.2	2001 UM Rehab&Ortho
		42.42	42.42	51.22	1.7	2 UMMC
		42.16	42.39	50.60	4.0	3 PG Hospital
		43.38	44.15	50.13	6.0	40 Northwest
		41.78	42.01	50.09	1.8	55 Laurel Regional
		42.42	42.42	49.72	0.1	35 UM Charles Regi
		41.25	41.25	48.52	3.6	51 Doctors
		42.42	42.42	47.56	0.6	43 UM Baltimore Wa
		37.68	37.68	43.41	3.0	62 MedStar So. MD.
		28.77	28.77	36.88	1.0	1 Meritus
HUMAN RESOURCES, MGMT. LEVEL		52.63	52.84	62.74	94.9	
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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	48.26	48.49	58.24	19.7	18 Medstar Montgom
		45.45	48.15	58.08	1.9	13 Bon Secours
		49.99	49.99	57.92	1.0	8992 UM Shock Trauma
		45.93	46.88	57.77	26.9	22 Suburban
		45.84	45.93	55.75	10.7	16 Washington Adv
		41.17	42.26	55.36	5.6	30 UM Chestertown
		47.76	47.13	54.25	0.4	87 Germantown Emg
		39.96	44.40	54.20	21.9	39 Calvert
		41.20	44.97	53.96	9.4	48 Howard County
		44.98	45.18	53.56	9.8	34 Medstar Harbor
		42.87	42.90	53.16	28.0	5 Frederick
		41.22	42.29	52.88	5.0	10 UM Dorchester
		44.26	44.45	52.80	17.9	2004 Medstar Good Sa
		43.97	44.17	52.57	22.8	24 Medstar Union M
		39.25	40.27	52.52	6.1	5033 Levindale
		44.07	44.07	52.50	13.1	4 Holy Cross
		41.22	42.29	52.46	16.6	37 UM Easton
		42.89	42.94	52.46	43.2	19 Peninsula
		39.42	41.57	52.46	29.9	29 JH Bayview
		41.19	42.27	52.38	19.3	38 UM Midtown
		44.47	44.47	51.98	5.0	60 Ft Washington
		42.99	42.72	51.77	13.7	5050 Shady Grove
		41.22	42.29	51.74	0.7	88 Queen Annes Emg
		42.69	42.90	51.55	26.0	15 MedstarFranklin
		41.27	42.31	51.39	8.1	2001 UM Rehab&Ortho
		40.65	41.63	51.21	40.0	63 UM St.Joseph
		41.85	43.59	51.20	76.5	23 Anne Arundel
		42.93	42.93	50.99	67.4	8 Mercy
		42.35	42.83	50.64	21.7	28 Medstar St Mary
		40.62	41.82	50.54	128.1	2 UMMC
		41.77	42.81	50.14	10.2	35 UM Charles Regi
		42.27	42.65	50.06	20.8	51 Doctors
		41.80	43.35	48.56	38.1	43 UM Baltimore Wa
		35.60	39.27	48.21	181.1	9 Johns Hopkins
		38.91	39.07	47.94	22.2	44 GBMC
		38.84	39.87	47.76	42.2	12 Sinai
		41.18	41.35	47.40	18.0	62 MedStar So. MD.
		31.93	32.75	47.33	17.0	27 Western Marylan
		38.41	39.44	47.25	1.0	55 Laurel Regional
		39.41	40.63	46.26	23.5	40 Northwest
		34.92	35.21	44.09	21.1	1 Meritus
		35.00	36.33	43.88	1.1	3 PG Hospital
		34.86	36.47	43.44	44.4	33 Carroll Hospita
		35.44	36.25	43.03	37.8	32 Union of Cecil
		33.88	34.82	42.57	11.0	61 Atlantic Genera
		29.89	31.66	41.96	6.1	17 Garrett
		33.96	33.96	41.63	7.9	6 UCH-Harford
		31.64	34.68	41.41	3.0	11 St Agnes
		28.48	28.56	35.48	39.1	49 UCH-UpperChesap
		24.04	24.04	31.63	1.0	45 McCready
INFO. SYSTEMS, PROF. LEVEL		40.08	41.03	49.77	1,242.8	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
INFO. SYSTEMS,STAFF LEVEL	9	58.03	58.03	68.00	0.5	15 MedstarFranklin
		58.03	58.03	67.48	0.5	24 Medstar Union M
		58.03	58.03	67.47	0.4	2004 Medstar Good Sa
		41.79	41.79	49.91	1.2	34 Medstar Harbor
		33.01	36.27	44.72	12.0	18 Medstar Montgom
		30.56	32.94	44.00	2.8	30 UM Chestertown
		31.56	32.08	41.63	16.4	29 JH Bayview
		31.42	32.28	40.80	7.9	22 Suburban
		31.71	32.62	39.48	24.0	4 Holy Cross
		29.01	30.70	39.46	9.5	37 UM Easton
		27.81	30.25	39.14	2.0	10 UM Dorchester
		31.64	31.84	38.90	4.1	3 PG Hospital
		29.61	30.05	37.93	0.6	16 Washington Adv
		28.94	30.82	37.26	19.1	23 Anne Arundel
		26.17	29.25	37.25	0.2	88 Queen Annes Emg
		27.34	29.71	37.10	64.4	2 UMMC
		25.83	28.69	36.53	12.5	63 UM St.Joseph
		26.44	28.70	36.16	7.9	13 Bon Secours
		25.21	27.51	35.72	9.1	38 UM Midtown
		26.96	27.65	35.62	9.3	1 Meritus
		27.91	28.99	35.55	4.3	28 Medstar St Mary
		28.18	28.45	35.45	9.7	48 Howard County
		29.61	30.05	35.36	0.0	87 Germantown Emg
		24.96	26.56	34.86	11.4	5 Frederick
		22.54	22.62	34.47	6.1	27 Western Marylan
		24.41	28.29	34.32	10.9	32 Union of Cecil
		23.18	24.01	33.93	3.6	5033 Levindale
		26.73	27.19	33.81	19.1	12 Sinai
		26.68	29.12	33.23	14.4	43 UM Baltimore Wa
		25.68	26.14	33.16	9.9	44 GBMC
		25.18	27.03	32.77	5.1	35 UM Charles Regi
		24.51	24.73	31.64	1.9	5050 Shady Grove
		24.27	25.15	31.39	22.5	8 Mercy
		26.23	26.71	30.94	12.4	40 Northwest
		21.62	23.36	30.71	13.7	19 Peninsula
		24.60	24.63	30.30	2.7	11 St Agnes
		20.16	22.43	29.07	4.6	2001 UM Rehab&Ortho
		19.66	22.17	28.71	74.3	9 Johns Hopkins
		21.78	23.61	28.14	6.9	62 MedStar So. MD.
		20.20	20.77	26.67	3.1	49 UCH-UpperChesap
		19.23	19.23	26.26	1.0	45 McCready
		16.65	18.74	25.10	5.2	39 Calvert
		18.08	19.22	24.47	13.7	51 Doctors
		15.92	16.14	23.76	1.0	17 Garrett
		15.31	16.27	21.11	1.0	8992 UM Shock Trauma
INFO. SYSTEMS,STAFF LEVEL		27.83	29.09	36.44	462.9	
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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	21.50	21.53	31.10	3.7	5033 Levindale
		18.62	21.11	27.61	21.7	13 Bon Secours
		17.72	18.95	25.48	35.6	16 Washington Adv
		17.35	18.46	25.04	17.9	18 Medstar Montgom
		16.96	18.11	24.89	55.5	19 Peninsula
		16.88	17.03	24.45	192.3	29 JH Bayview
		17.62	18.21	24.44	47.8	22 Suburban
		16.45	18.08	24.36	26.9	39 Calvert
		17.08	18.52	24.10	15.0	55 Laurel Regional
		16.64	17.77	23.85	56.4	5050 Shady Grove
		16.98	17.04	23.73	42.2	1 Meritus
		15.52	18.04	23.72	87.9	12 Sinai
		17.14	17.78	23.71	610.3	9 Johns Hopkins
		13.65	14.12	23.68	30.8	27 Western Marylan
		17.57	18.34	23.66	72.3	23 Anne Arundel
		15.72	16.41	23.48	55.7	5 Frederick
		15.80	17.38	23.41	184.5	2 UMMC
		15.94	17.01	23.35	35.1	24 Medstar Union M
		17.12	18.10	23.24	33.3	51 Doctors
		17.40	18.33	23.24	78.2	4 Holy Cross
		14.82	16.34	23.12	41.5	38 UM Midtown
		15.75	18.04	23.04	5.9	8992 UM Shock Trauma
		16.22	17.34	23.00	57.3	48 Howard County
		15.58	15.97	22.93	60.1	37 UM Easton
		16.51	17.62	22.81	75.7	33 Carroll Hospita
		16.68	17.73	22.77	41.0	32 Union of Cecil
		15.49	16.37	22.72	105.4	15 MedstarFranklin
		15.70	16.38	22.55	41.6	34 Medstar Harbor
		15.97	16.80	22.47	63.5	44 GBMC
		15.23	15.64	22.47	17.7	10 UM Dorchester
		16.12	16.91	22.38	40.7	28 Medstar St Mary
		15.72	17.23	22.35	8.8	333 Bowie Emg Ctr
		15.10	16.28	22.35	47.1	2004 Medstar Good Sa
		15.46	16.41	22.32	10.6	2001 UM Rehab&Ortho
		15.60	16.11	22.25	38.7	63 UM St.Joseph
		15.17	18.53	21.93	30.0	40 Northwest
		15.37	16.44	21.83	24.3	3 PG Hospital
		16.05	16.38	21.71	61.1	8 Mercy
		13.60	14.40	21.38	17.1	30 UM Chestertown
		15.29	16.55	21.34	17.2	60 Ft Washington
		15.47	16.05	21.33	42.7	49 UCH-UpperChesap
		15.63	16.17	20.80	24.1	35 UM Charles Regi
		13.09	14.44	20.78	4.5	88 Queen Annes Emg
		14.57	16.48	20.35	4.9	87 Germantown Emg
		15.03	15.03	20.34	14.2	6 UCH-Harford
15.23	16.31	20.22	35.4	62 MedStar So. MD.		
12.56	13.08	20.17	13.0	17 Garrett		
13.59	14.22	19.96	35.5	61 Atlantic Genera		
13.46	14.57	19.18	68.6	11 St Agnes		
14.76	16.00	19.08	86.9	43 UM Baltimore Wa		
10.28	10.67	16.70	5.0	45 McCready		
IP/OP ADM & REGISTRATION CLERK		15.78	16.80	22.69	2,842.8	

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LABORATORY ASST.	14	44.27	44.27	53.88	0.3	16 Washington Adv
		44.27	44.27	53.50	0.4	5050 Shady Grove
		44.27	44.27	51.09	0.0	87 Germantown Emg
		42.34	42.34	49.83	2.1	23 Anne Arundel
		24.88	28.05	35.42	6.8	13 Bon Secours
		20.64	21.67	28.46	2.0	22 Suburban
		19.08	20.87	28.24	2.0	38 UM Midtown
		17.35	19.33	25.03	10.8	3 PG Hospital
		17.53	18.79	24.40	6.8	55 Laurel Regional
		14.24	14.65	24.35	12.9	27 Western Marylan
		17.49	17.96	24.26	2.0	34 Medstar Harbor
		18.89	19.73	23.94	3.9	62 MedStar So. MD.
		15.94	17.43	23.80	8.6	24 Medstar Union M
		16.76	17.73	23.53	14.7	44 GBMC
		16.50	16.52	23.47	6.7	10 UM Dorchester
		17.12	18.29	23.39	3.5	32 Union of Cecil
		16.95	17.77	23.32	2.0	28 Medstar St Mary
		15.11	15.90	22.85	16.8	37 UM Easton
		17.26	17.85	22.69	6.1	4 Holy Cross
		15.05	15.96	22.27	11.9	15 MedstarFranklin
		17.39	18.84	22.27	7.4	40 Northwest
		14.82	15.99	22.04	9.2	2004 Medstar Good Sa
		16.33	16.55	21.90	18.3	8 Mercy
		16.28	16.28	21.75	0.5	6 UCH-Harford
		15.44	16.39	21.71	5.0	49 UCH-UpperChesap
		14.17	14.43	21.43	9.6	30 UM Chestertown
		14.25	16.15	20.93	17.8	11 St Agnes
		13.15	14.93	20.68	0.2	2 UMMC
		13.03	13.59	20.32	10.7	5 Frederick
		12.90	13.99	20.31	9.5	19 Peninsula
		15.30	15.33	20.22	1.0	51 Doctors
		14.35	14.44	20.20	3.5	61 Atlantic Genera
		15.80	16.82	19.97	7.0	43 UM Baltimore Wa
		10.00	10.58	17.23	1.0	17 Garrett
		12.16	12.76	17.04	3.0	35 UM Charles Regi
LABORATORY ASST.		19.18	20.02	26.16	224.1	
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Health Services Cost Review Commission
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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	32.56	32.70	40.66	7.1	44 GBMC
		26.52	28.44	35.54	2.3	34 Medstar Harbor
		22.83	27.86	35.21	2.3	13 Bon Secours
		22.05	22.72	34.60	27.2	27 Western Marylan
		26.49	26.65	33.71	3.3	24 Medstar Union M
		22.00	24.45	32.45	1.1	37 UM Easton
		26.63	28.40	32.45	7.5	43 UM Baltimore Wa
		24.74	25.86	31.72	2.4	51 Doctors
		22.13	24.50	31.56	2.0	15 MedstarFranklin
		25.26	25.28	31.52	5.2	8 Mercy
		24.25	25.00	31.32	2.9	3 PG Hospital
		24.33	25.41	31.28	9.8	4 Holy Cross
		25.01	25.10	31.06	1.3	333 Bowie Emg Ctr
		23.51	23.93	30.62	2.9	2004 Medstar Good Sa
		15.81	20.23	27.51	1.1	38 UM Midtown
		20.38	20.52	27.25	3.0	63 UM St.Joseph
		17.86	19.85	25.31	7.9	23 Anne Arundel
		18.06	19.04	24.83	1.0	12 Sinai
		14.52	18.20	24.18	18.7	9 Johns Hopkins
		14.42	16.29	22.20	47.3	2 UMMC
		16.00	16.15	19.31	1.1	40 Northwest
LABORATORY TECH. I		22.16	23.65	30.20	157.3	
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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	43.64	43.64	51.91	1.0	34 Medstar Harbor
		41.31	41.37	50.57	5.1	44 GBMC
		40.80	40.80	48.84	1.2	3 PG Hospital
		35.08	38.47	47.17	1.7	13 Bon Secours
		33.21	33.21	41.02	2.0	15 MedstarFranklin
		32.57	33.79	40.42	13.7	11 St Agnes
		29.36	29.37	40.06	0.6	5033 Levindale
		29.54	31.46	39.66	15.3	63 UM St.Joseph
		28.24	30.31	39.03	3.1	37 UM Easton
		25.90	26.10	38.88	4.1	27 Western Marylan
		31.48	31.48	38.78	7.3	49 UCH-UpperChesap
		30.23	31.08	37.73	4.0	4 Holy Cross
		28.01	29.16	37.59	5.4	38 UM Midtown
		30.70	30.95	37.40	9.9	33 Carroll Hospita
		26.59	28.19	36.68	16.5	5 Frederick
		31.75	31.76	36.49	3.6	40 Northwest
		28.34	30.01	36.25	4.7	51 Doctors
		29.85	29.85	35.87	2.0	35 UM Charles Regi
		29.12	29.65	35.81	2.8	32 Union of Cecil
		23.03	27.39	34.91	2.1	39 Calvert
		27.45	27.51	33.98	14.3	8 Mercy
		24.71	25.97	33.79	6.3	45 McCreedy
		25.68	27.47	33.61	22.5	23 Anne Arundel
		24.41	25.57	33.17	14.3	19 Peninsula
		23.29	26.01	32.99	14.8	2 UMMC
		25.90	28.35	32.39	6.5	43 UM Baltimore Wa
		24.46	26.07	31.79	2.3	60 Ft Washington
		24.74	26.30	31.07	13.2	62 MedStar So. MD.
		23.06	24.09	30.79	12.3	61 Atlantic Genera
		21.67	23.38	30.45	8.7	22 Suburban
		21.44	21.44	29.97	1.4	30 UM Chestertown
		20.25	21.21	29.70	6.9	17 Garrett
		21.47	21.82	27.73	3.1	28 Medstar St Mary
		17.43	21.03	27.41	127.8	9 Johns Hopkins
		20.20	20.97	26.95	16.9	12 Sinai
LABORATORY TECH. II		27.86	29.01	36.31	377.1	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LICENSED PRACTICAL NURSE	18	40.37	43.67	51.28	12.4	23 Anne Arundel
		37.91	38.52	48.06	1.5	22 Suburban
		29.68	39.36	47.68	1.6	48 Howard County
		29.36	30.16	40.96	41.4	5033 Levindale
		29.52	32.61	40.37	3.3	15 MedstarFranklin
		25.46	31.41	39.61	2.1	63 UM St.Joseph
		31.05	32.04	39.42	3.6	34 Medstar Harbor
		29.65	32.04	38.59	13.6	33 Carroll Hospita
		28.05	29.29	37.74	23.3	38 UM Midtown
		27.34	28.55	37.60	7.1	29 JH Bayview
		27.78	29.98	37.16	15.6	2004 Medstar Good Sa
		28.40	29.10	36.85	0.9	39 Calvert
		27.04	27.04	36.80	2.6	30 UM Chestertown
		28.72	28.72	36.10	1.0	44 GBMC
		25.99	29.71	35.93	13.7	51 Doctors
		27.30	29.10	35.81	3.3	55 Laurel Regional
		25.40	29.74	35.74	0.9	35 UM Charles Regi
		27.10	29.39	35.53	3.0	32 Union of Cecil
		23.19	27.81	35.37	1.8	18 Medstar Montgom
		25.78	27.75	35.35	3.1	16 Washington Adv
		25.83	27.60	34.88	1.4	2001 UM Rehab&Ortho
		22.23	22.84	34.75	8.6	27 Western Marylan
		23.20	26.09	34.30	4.2	37 UM Easton
		23.42	25.64	33.24	7.9	19 Peninsula
		23.21	26.26	32.87	16.9	49 UCH-UpperChesap
		25.89	26.05	32.54	2.9	12 Sinai
		25.82	25.82	32.47	1.9	6 UCH-Harford
		25.21	25.89	32.30	2.0	3 PG Hospital
		27.34	28.23	32.26	6.4	43 UM Baltimore Wa
		22.46	25.27	32.25	16.8	9 Johns Hopkins
		25.11	25.59	31.84	1.9	28 Medstar St Mary
		21.40	23.78	31.75	1.1	10 UM Dorchester
		21.24	24.86	31.71	1.1	2 UMMC
		22.52	22.62	31.35	2.5	17 Garrett
		23.68	23.78	31.29	13.9	1 Meritus
		23.00	23.66	31.20	4.5	45 McCready
		26.37	26.42	31.20	3.9	62 MedStar So. MD.
		26.59	26.59	30.80	0.9	40 Northwest
		22.97	24.11	29.72	0.9	11 St Agnes
		20.11	22.21	27.64	9.4	4 Holy Cross
		18.31	18.37	24.52	3.0	61 Atlantic Genera
LICENSED PRACTICAL NURSE		26.12	27.99	35.29	267.8	
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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	17.45	17.45	24.93	3.0	29 JH Bayview
		13.20	16.88	23.10	1.3	34 Medstar Harbor
		16.58	17.75	22.95	4.0	33 Carroll Hospita
		16.90	16.90	21.61	1.0	4 Holy Cross
		14.57	15.34	21.59	2.3	15 MedstarFranklin
		15.20	15.41	21.51	0.6	16 Washington Adv
		12.28	12.28	21.35	2.0	27 Western Marylan
		13.76	14.35	20.88	9.5	38 UM Midtown
		15.04	15.15	20.54	2.0	12 Sinai
		13.95	14.66	20.48	0.9	39 Calvert
		14.57	14.77	20.46	0.7	13 Bon Secours
		13.57	13.57	20.24	0.7	37 UM Easton
		13.88	14.32	20.24	8.2	2004 Medstar Good Sa
		14.83	14.83	20.19	1.0	48 Howard County
		13.38	13.43	20.14	18.5	5 Frederick
		13.57	13.57	20.10	0.2	10 UM Dorchester
		13.71	14.55	20.03	19.0	9 Johns Hopkins
		14.56	14.68	19.95	1.0	28 Medstar St Mary
		13.56	13.56	19.84	1.9	1 Meritus
		13.09	13.59	19.67	2.8	24 Medstar Union M
		13.69	13.83	19.44	1.9	5050 Shady Grove
		13.94	14.14	19.33	3.2	6 UCH-Harford
		15.20	15.41	19.16	0.0	87 Germantown Emg
		13.55	13.55	19.16	3.0	2 UMMC
		12.55	12.55	17.98	1.0	2001 UM Rehab&Ortho
		13.31	13.47	17.96	2.3	11 St Agnes
		11.34	11.36	17.38	1.9	19 Peninsula
		11.51	11.59	17.08	1.8	61 Atlantic Genera
		12.74	12.74	17.03	1.0	35 UM Charles Regi
		11.97	11.97	16.71	1.1	49 UCH-UpperChesap
		11.26	11.33	16.14	2.0	8 Mercy
		12.74	12.74	15.58	1.0	43 UM Baltimore Wa
		10.93	11.22	13.88	2.7	40 Northwest
MAIL CLERK		13.71	14.03	19.59	103.5	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MAINTENANCE MECHANIC I	20	22.01	22.74	30.97	6.1	29 JH Bayview
		19.68	24.19	30.90	3.2	61 Atlantic Genera
		18.59	23.53	30.24	14.8	2 UMMC
		21.04	23.37	30.19	3.2	24 Medstar Union M
		22.51	23.84	30.03	9.0	3 PG Hospital
		20.88	21.51	28.95	2.0	38 UM Midtown
		18.87	21.00	28.62	13.4	5 Frederick
		23.58	23.94	28.50	12.0	62 MedStar So. MD.
		18.13	19.23	28.47	4.4	5033 Levindale
		21.03	21.55	28.40	4.5	16 Washington Adv
		22.03	22.03	27.95	5.0	8 Mercy
		20.23	21.08	27.55	4.3	2001 UM Rehab&Ortho
		20.35	20.75	27.48	9.5	15 MedstarFranklin
		20.04	20.87	27.31	5.3	2004 Medstar Good Sa
		18.82	20.24	26.71	4.3	34 Medstar Harbor
		20.05	20.05	26.58	1.2	22 Suburban
		19.25	20.31	26.48	3.9	44 GBMC
		18.98	19.86	26.37	2.0	39 Calvert
		17.30	20.16	26.11	1.5	6 UCH-Harford
		17.11	19.74	26.06	3.4	5050 Shady Grove
		20.36	21.86	25.41	2.0	43 UM Baltimore Wa
		19.55	21.59	25.29	1.2	40 Northwest
		19.37	20.10	25.24	3.1	4 Holy Cross
		13.52	14.60	24.29	4.8	27 Western Marylan
		18.46	18.46	24.26	3.9	48 Howard County
		18.61	18.75	23.89	4.0	32 Union of Cecil
		16.90	17.13	23.56	1.5	18 Medstar Montgom
		17.92	18.44	23.45	10.7	11 St Agnes
		14.44	17.05	22.88	13.6	9 Johns Hopkins
		15.46	16.13	22.71	6.2	1 Meritus
		13.05	16.24	22.11	6.0	13 Bon Secours
		15.06	16.51	22.04	18.0	12 Sinai
		14.85	16.19	21.48	2.4	49 UCH-UpperChesap
		13.70	15.03	21.47	2.9	19 Peninsula
		14.01	14.69	21.38	1.1	10 UM Dorchester
		14.82	14.82	19.82	2.0	23 Anne Arundel
		11.75	12.21	18.43	2.1	45 McCready
MAINTENANCE MECHANIC I		18.17	19.45	25.72	198.6	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MAINTENANCE MECHANIC II	21	31.74	36.40	45.05	10.4	16 Washington Adv
		29.65	34.75	42.43	7.4	24 Medstar Union M
		28.95	33.63	41.60	22.9	5050 Shady Grove
		33.73	33.89	39.30	3.6	62 MedStar So. MD.
		27.96	31.91	39.25	8.3	2004 Medstar Good Sa
		28.45	31.34	39.10	9.5	44 GBMC
		28.86	30.17	38.35	8.7	22 Suburban
		30.13	31.22	38.15	1.1	55 Laurel Regional
		26.67	30.43	38.00	8.3	15 MedstarFranklin
		28.45	30.67	37.61	9.2	3 PG Hospital
		27.04	28.53	37.58	47.9	29 JH Bayview
		28.74	29.13	36.83	3.7	18 Medstar Montgom
		26.39	29.46	36.64	7.7	34 Medstar Harbor
		27.96	29.34	35.52	11.8	51 Doctors
		21.90	27.59	34.75	72.3	2 UMMC
		24.23	27.01	34.23	175.3	9 Johns Hopkins
		23.72	24.24	34.20	4.3	5033 Levindale
		26.46	28.15	34.17	5.0	32 Union of Cecil
		22.66	26.04	34.07	15.2	38 UM Midtown
		24.74	26.20	33.99	26.3	1 Meritus
		23.48	26.79	33.97	3.3	2001 UM Rehab&Ortho
		24.37	25.53	33.70	9.3	5 Frederick
		25.21	27.22	33.62	9.5	28 Medstar St Mary
		21.04	21.82	33.46	18.7	27 Western Marylan
		25.09	25.64	33.06	14.8	63 UM St.Joseph
		25.18	26.86	32.95	26.4	23 Anne Arundel
		22.06	24.20	32.17	11.4	37 UM Easton
		25.85	25.85	32.16	29.1	8 Mercy
		25.43	26.09	31.91	8.1	11 St Agnes
		22.79	25.10	31.90	3.1	61 Atlantic Genera
		22.58	24.65	31.80	7.2	39 Calvert
		25.52	27.76	31.76	23.4	43 UM Baltimore Wa
		21.12	26.95	31.19	22.4	40 Northwest
		23.54	24.04	30.52	8.3	48 Howard County
		23.13	23.67	29.43	3.1	33 Carroll Hospita
		21.82	22.87	29.05	34.9	12 Sinai
		19.98	21.25	28.52	1.4	45 McCready
		22.15	23.04	28.36	3.3	35 UM Charles Regi
		20.48	20.72	28.27	3.6	10 UM Dorchester
		22.21	22.75	28.25	17.3	4 Holy Cross
		19.06	22.50	27.88	4.1	60 Ft Washington
		18.24	19.34	27.41	7.9	30 UM Chestertown
		18.15	20.14	27.14	15.3	19 Peninsula
		20.70	20.86	26.77	9.1	49 UCH-UpperChesap
		19.98	20.56	26.55	6.3	6 UCH-Harford
		14.49	16.70	24.41	9.7	17 Garrett
MAINTENANCE MECHANIC II		24.39	26.37	33.41	769.6	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MATERIALS HANDLER, OPERATIONS LEVEL	45	18.71	19.52	25.96	36.9	22 Suburban
		17.34	19.03	25.56	48.2	63 UM St.Joseph
		18.40	19.40	24.82	39.9	23 Anne Arundel
		15.95	17.62	24.01	44.7	24 Medstar Union M
		14.88	15.32	24.00	3.2	5033 Levindale
		16.27	16.42	23.76	35.7	29 JH Bayview
		17.18	17.61	23.66	7.9	13 Bon Secours
		16.88	17.19	23.63	11.7	18 Medstar Montgom
		15.99	16.72	23.55	11.8	38 UM Midtown
		15.88	16.90	23.12	20.6	34 Medstar Harbor
		15.65	15.79	23.08	6.8	30 UM Chestertown
		18.00	18.77	22.89	18.9	62 MedStar So. MD.
		16.35	16.76	22.71	13.5	2001 UM Rehab&Ortho
		12.83	13.23	22.56	16.4	27 Western Marylan
		14.53	16.47	22.40	135.2	2 UMMC
		16.70	17.22	22.29	8.4	51 Doctors
		15.43	15.57	22.09	30.0	1 Meritus
		16.23	16.46	21.89	11.4	28 Medstar St Mary
		14.77	16.05	21.73	113.4	9 Johns Hopkins
		14.43	14.76	21.63	19.5	5 Frederick
		16.28	17.49	21.47	0.0	87 Germantown Emg
		15.66	16.37	21.45	27.1	33 Carroll Hospita
		15.40	16.10	21.42	7.5	55 Laurel Regional
		15.04	15.29	21.37	12.7	16 Washington Adv
		14.62	15.78	21.26	28.7	48 Howard County
		15.19	15.96	21.25	27.8	8 Mercy
		14.22	15.16	21.13	42.5	2004 Medstar Good Sa
		13.83	14.67	20.87	61.7	15 MedstarFranklin
		14.40	15.54	20.83	20.2	3 PG Hospital
		13.87	14.87	20.72	3.5	39 Calvert
		12.93	15.21	20.61	23.6	12 Sinai
		14.62	15.03	20.44	13.8	44 GBMC
		13.03	14.01	20.33	37.1	19 Peninsula
		12.85	13.44	20.10	11.3	37 UM Easton
		14.11	15.37	19.92	9.3	35 UM Charles Regi
		13.45	14.09	19.73	27.7	5050 Shady Grove
		14.68	14.93	19.71	10.1	32 Union of Cecil
		14.31	14.40	19.46	13.5	49 UCH-UpperChesap
		14.37	14.84	19.27	40.0	4 Holy Cross
		13.06	13.08	18.70	2.0	61 Atlantic Genera
		11.99	12.02	18.33	3.6	10 UM Dorchester
		8.66	13.79	18.31	26.1	11 St Agnes
		13.32	15.06	18.08	38.1	43 UM Baltimore Wa
		12.93	12.96	18.01	9.5	6 UCH-Harford
		14.23	14.87	17.89	33.9	40 Northwest
		10.68	10.73	17.41	4.2	17 Garrett
		11.61	11.77	16.09	3.5	60 Ft Washington
		9.00	9.00	14.85	0.9	45 McCready
MATERIALS HANDLER, OPERATIONS LEVEL		14.60	15.39	21.13	1,173.6	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MATERIALS HANDLER, PROF. LEVEL	47	34.18	34.18	41.34	8.0	8 Mercy
		32.75	33.31	41.24	4.4	5050 Shady Grove
		32.61	33.02	40.14	1.7	55 Laurel Regional
		31.70	31.78	39.86	6.0	16 Washington Adv
		32.02	32.04	39.75	10.0	15 MedstarFranklin
		31.49	31.52	38.96	6.8	24 Medstar Union M
		30.57	30.57	38.43	1.9	18 Medstar Montgom
		28.02	30.10	38.13	5.4	63 UM St.Joseph
		29.55	29.60	37.69	5.6	22 Suburban
		29.94	30.05	37.28	8.3	34 Medstar Harbor
		29.68	29.82	36.98	8.9	2004 Medstar Good Sa
		30.23	30.56	36.71	2.1	60 Ft Washington
		28.88	29.46	35.89	22.6	4 Holy Cross
		26.66	27.62	34.23	6.4	3 PG Hospital
		26.66	26.66	33.74	4.0	44 GBMC
		27.63	27.63	33.61	3.7	32 Union of Cecil
		23.30	23.30	33.12	0.5	5033 Levindale
		24.60	26.08	32.80	4.2	48 Howard County
		23.45	25.27	32.50	4.1	39 Calvert
		23.77	23.94	32.34	14.3	29 JH Bayview
		26.37	26.40	32.31	3.5	51 Doctors
		27.61	27.85	32.19	6.4	40 Northwest
		23.63	24.59	32.09	20.0	19 Peninsula
		26.04	26.04	30.93	0.0	87 Germantown Emg
		19.74	19.74	30.81	2.0	27 Western Marylan
		22.90	24.00	30.76	13.4	2 UMMC
		23.33	23.90	30.68	15.3	9 Johns Hopkins
		18.66	23.73	30.56	0.8	13 Bon Secours
		19.75	23.60	30.38	3.0	2001 UM Rehab&Ortho
		22.47	24.64	30.31	8.8	11 St Agnes
		25.08	25.25	29.92	3.1	62 MedStar So. MD.
		23.75	23.80	29.89	2.7	28 Medstar St Mary
		20.59	20.87	29.30	1.0	17 Garrett
		22.97	22.97	29.15	4.0	49 UCH-UpperChesap
		20.88	21.70	28.85	0.1	88 Queen Annes Emg
		22.24	22.24	28.35	7.3	12 Sinai
		21.31	21.78	27.94	4.2	6 UCH-Harford
		21.59	22.25	27.92	34.0	23 Anne Arundel
		20.16	20.17	27.69	2.0	5 Frederick
		22.03	22.21	27.45	4.6	35 UM Charles Regi
		19.53	19.90	27.33	1.1	10 UM Dorchester
		20.15	20.23	27.31	7.1	1 Meritus
		19.50	19.80	27.24	4.7	37 UM Easton
		19.40	21.62	27.19	3.7	33 Carroll Hospita
		18.68	19.64	26.84	13.4	38 UM Midtown
		17.95	18.24	26.06	1.5	30 UM Chestertown
		20.16	21.93	25.48	9.7	43 UM Baltimore Wa
		16.02	16.11	22.04	3.0	61 Atlantic Genera
MATERIALS HANDLER, PROF. LEVEL		24.59	25.24	32.12	309.4	
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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	26.27	26.27	33.93	0.0	88 Queen Annes Emg
		26.24	27.17	33.77	12.1	12 Sinai
		27.80	27.80	33.68	2.0	60 Ft Washington
		24.71	25.63	30.47	0.4	87 Germantown Emg
		22.04	22.30	29.28	15.8	18 Medstar Montgom
		20.70	21.41	28.84	13.6	38 UM Midtown
		20.46	21.17	27.65	20.0	5050 Shady Grove
		20.47	20.47	27.58	2.7	1 Meritus
		19.07	20.57	26.98	8.1	2001 UM Rehab&Ortho
		18.38	18.92	26.90	6.9	30 UM Chestertown
		19.16	19.97	26.50	10.7	39 Calvert
		19.28	19.84	26.47	19.3	16 Washington Adv
		19.94	19.94	25.86	2.4	6 UCH-Harford
		18.05	18.31	25.57	10.4	37 UM Easton
		15.34	15.46	25.39	15.6	27 Western Marylan
		18.89	19.58	25.25	48.2	8 Mercy
		18.23	18.30	25.09	23.6	19 Peninsula
		20.87	20.97	24.61	2.0	40 Northwest
		19.16	19.52	24.49	8.2	35 UM Charles Regi
		16.60	17.42	23.73	13.9	63 UM St.Joseph
		15.00	16.13	23.17	14.2	5 Frederick
		16.98	17.84	23.11	20.0	23 Anne Arundel
		16.80	17.00	23.04	14.2	22 Suburban
		17.32	17.35	22.86	5.0	28 Medstar St Mary
		15.47	16.82	22.79	38.0	2 UMMC
		14.18	14.18	22.70	2.0	5033 Levindale
		16.01	16.03	22.68	3.0	45 McCready
		16.23	16.93	22.36	15.1	3 PG Hospital
		14.76	14.97	22.10	29.1	29 JH Bayview
		14.76	16.32	22.04	72.9	9 Johns Hopkins
		16.60	17.07	21.80	17.0	4 Holy Cross
		15.38	16.81	21.77	14.2	32 Union of Cecil
		16.41	16.66	21.72	1.0	333 Bowie Emg Ctr
		17.15	17.69	21.72	10.4	62 MedStar So. MD.
		15.53	16.44	21.53	9.8	33 Carroll Hospita
		15.58	15.98	21.48	19.5	48 Howard County
		14.51	15.04	21.22	12.5	24 Medstar Union M
		15.67	15.67	21.17	0.1	44 GBMC
		14.05	14.30	20.94	4.1	10 UM Dorchester
		13.71	14.66	20.60	9.4	2004 Medstar Good Sa
		14.37	14.85	20.03	3.8	55 Laurel Regional
		14.06	14.28	19.91	17.9	13 Bon Secours
		16.32	16.72	19.86	27.6	43 UM Baltimore Wa
		13.49	13.74	19.72	4.6	34 Medstar Harbor
		12.93	13.25	19.32	23.1	15 MedstarFranklin
14.12	14.33	19.13	7.5	51 Doctors		
11.90	11.99	18.88	4.4	17 Garrett		
12.98	13.22	18.86	10.5	61 Atlantic Genera		
12.71	13.58	18.53	12.1	49 UCH-UpperChesap		
12.10	13.35	17.82	8.5	11 St Agnes		
11.68	11.68	16.10	1.0	8992 UM Shock Trauma		
MDCL. RCDS. & CODING CLERK		17.07	17.57	23.55	668.4	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MDCL. TECHNOLOGIST (A.S.C.P)	27	31.73	38.88	47.64	4.4	13 Bon Secours
		33.95	35.94	45.24	15.5	38 UM Midtown
		34.44	36.36	44.17	38.7	24 Medstar Union M
		34.38	35.72	43.38	22.7	34 Medstar Harbor
		31.53	34.25	42.81	5.1	88 Queen Annes Emg
		31.42	33.49	42.62	17.5	5 Frederick
		33.07	34.60	42.54	47.9	15 MedstarFranklin
		31.24	32.95	42.23	11.3	10 UM Dorchester
		33.54	35.46	42.17	20.3	32 Union of Cecil
		32.96	35.31	42.16	32.5	23 Anne Arundel
		32.24	33.90	42.10	22.5	18 Medstar Montgom
		30.57	33.29	41.60	23.1	39 Calvert
		29.59	30.63	41.50	2.4	5033 Levindale
		31.59	33.44	40.90	37.7	2004 Medstar Good Sa
		27.57	33.01	40.76	174.9	2 UMMC
		31.04	32.39	40.72	38.2	63 UM St.Joseph
		30.66	31.84	40.29	30.8	22 Suburban
		30.14	31.07	39.88	33.0	37 UM Easton
		25.15	26.86	39.86	8.2	27 Western Marylan
		31.23	32.89	39.80	23.9	28 Medstar St Mary
		30.47	32.47	39.21	4.3	333 Bowie Emg Ctr
		31.35	31.62	39.00	22.1	6 UCH-Harford
		29.91	31.14	38.88	51.7	44 GBMC
		31.69	31.80	38.72	42.1	8 Mercy
		30.06	32.04	38.47	20.4	51 Doctors
		28.82	30.85	37.81	27.4	3 PG Hospital
		30.13	30.50	37.67	34.9	49 UCH-UpperChesap
		29.11	30.93	37.56	56.0	4 Holy Cross
		25.15	29.76	37.36	288.8	9 Johns Hopkins
		30.12	32.56	36.93	36.6	43 UM Baltimore Wa
		28.66	30.38	36.65	52.1	11 St Agnes
		29.75	30.22	36.60	23.5	33 Carroll Hospita
		26.88	27.08	36.58	6.3	17 Garrett
		27.62	29.66	36.43	9.7	55 Laurel Regional
		27.25	28.48	36.40	34.6	19 Peninsula
		29.70	31.60	36.32	25.9	40 Northwest
		25.65	26.59	36.25	8.5	30 UM Chestertown
		28.99	30.20	36.25	21.5	35 UM Charles Regi
		27.71	29.33	36.16	58.4	12 Sinai
		26.78	29.13	34.13	22.1	62 MedStar So. MD.
		26.10	27.83	33.73	6.9	60 Ft Washington
		19.05	20.87	28.83	0.1	29 JH Bayview
		16.50	18.00	23.75	0.0	48 Howard County
MDCL. TECHNOLOGIST (A.S.C.P)		29.43	31.29	38.88	1,464.5	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MDCL. TRANSCRIPTIONIST	28	24.54	28.78	34.86	2.3	32 Union of Cecil
		25.14	25.41	32.71	3.5	18 Medstar Montgom
		24.30	26.39	32.41	3.7	33 Carroll Hospita
		21.87	21.87	31.48	0.2	5033 Levindale
		22.50	24.02	30.84	2.1	5050 Shady Grove
		24.05	24.05	30.76	1.0	44 GBMC
		22.53	22.58	29.16	3.9	2004 Medstar Good Sa
		19.41	22.16	28.71	7.4	9 Johns Hopkins
		22.44	22.44	28.56	1.0	49 UCH-UpperChesap
		21.90	22.64	28.14	8.3	4 Holy Cross
		22.23	22.48	28.03	2.9	51 Doctors
		21.79	21.79	27.86	2.1	12 Sinai
		16.85	17.40	27.85	14.9	27 Western Marylan
		20.95	20.99	27.74	3.0	15 MedstarFranklin
		23.23	23.23	27.74	2.0	62 MedStar So. MD.
		20.33	20.95	27.61	1.0	39 Calvert
		21.85	23.57	27.48	1.9	40 Northwest
		20.64	20.69	27.31	7.1	24 Medstar Union M
		20.17	20.17	26.85	1.0	16 Washington Adv
		20.04	20.04	26.71	3.0	63 UM St.Joseph
		20.73	20.73	26.55	1.0	28 Medstar St Mary
		19.87	20.13	26.50	2.0	2001 UM Rehab&Ortho
		19.59	19.61	25.88	1.0	61 Atlantic Genera
		20.03	20.06	25.09	1.0	35 UM Charles Regi
		19.12	19.41	25.06	24.9	8 Mercy
		14.50	17.35	24.53	12.5	5 Frederick
		19.33	19.38	24.50	11.9	11 St Agnes
		16.38	16.98	24.07	1.5	37 UM Easton
		16.51	17.00	23.66	21.6	19 Peninsula
		14.91	15.62	23.14	3.5	17 Garrett
		18.98	19.75	23.12	8.9	43 UM Baltimore Wa
		17.11	17.11	23.11	2.0	2 UMMC
		17.00	17.00	22.56	1.0	6 UCH-Harford
16.81	16.81	21.70	1.0	8992 UM Shock Trauma		
12.33	12.33	18.56	1.0	45 McCready		
MDCL. TRANSCRIPTIONIST		20.00	20.60	26.88	167.1	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MEDICAL RECORDS TECHNICIAN ART	23	43.75	43.75	54.55	0.0	10 UM Dorchester
		43.75	43.75	54.11	0.1	37 UM Easton
		44.11	44.21	52.14	1.1	28 Medstar St Mary
		39.33	39.33	51.78	2.7	30 UM Chestertown
		39.41	39.41	47.11	1.0	8 Mercy
		35.66	35.66	44.38	4.7	19 Peninsula
		35.01	35.29	43.46	4.6	5050 Shady Grove
		34.20	34.45	42.87	3.9	16 Washington Adv
		27.50	32.59	40.47	2.3	2001 UM Rehab&Ortho
		33.59	34.10	39.84	0.1	87 Germantown Emg
		30.89	31.01	39.32	10.1	22 Suburban
		32.74	32.74	39.05	1.8	35 UM Charles Regi
		30.85	31.79	38.85	15.6	3 PG Hospital
		29.16	31.27	38.62	13.1	48 Howard County
		30.20	31.10	37.76	23.3	4 Holy Cross
		30.10	30.66	37.53	11.0	55 Laurel Regional
		31.83	32.70	37.08	12.3	43 UM Baltimore Wa
		26.32	26.32	36.57	2.0	5033 Levindale
		28.68	28.88	36.12	17.7	24 Medstar Union M
		27.35	28.50	35.93	27.9	9 Johns Hopkins
		26.65	26.92	35.26	14.0	5 Frederick
		27.38	28.98	35.08	14.3	32 Union of Cecil
		26.11	26.26	34.99	15.7	29 JH Bayview
		26.31	27.97	34.98	16.8	2004 Medstar Good Sa
		22.11	22.17	33.90	11.0	27 Western Marylan
		25.40	26.52	33.76	29.7	15 MedstarFranklin
		23.39	25.74	32.83	4.8	13 Bon Secours
		25.30	25.43	32.82	7.9	63 UM St.Joseph
		25.31	26.27	32.79	6.9	12 Sinai
		23.20	26.49	32.55	12.4	23 Anne Arundel
		27.47	28.02	32.38	8.0	40 Northwest
		24.75	25.67	32.21	32.2	49 UCH-UpperChesap
		25.06	25.66	31.68	2.3	333 Bowie Emg Ctr
		23.64	24.73	31.57	37.1	2 UMMC
		25.11	25.34	31.25	15.7	33 Carroll Hospita
		24.13	24.17	30.89	13.8	44 GBMC
		23.67	23.85	30.26	11.6	6 UCH-Harford
		22.12	23.06	29.74	6.5	34 Medstar Harbor
		23.29	23.66	29.23	26.9	11 St Agnes
		23.49	23.49	29.13	2.0	51 Doctors
		21.08	21.16	27.57	7.0	61 Atlantic Genera
		18.85	19.47	24.54	6.0	60 Ft Washington
		14.28	15.65	23.18	3.2	17 Garrett
		16.06	16.06	22.81	1.1	38 UM Midtown
		14.73	14.73	21.15	0.7	1 Meritus
MEDICAL RECORDS TECHNICIAN ART		27.85	28.56	35.87	462.8	
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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	37.51	49.36	59.59	1.6	16 Washington Adv
		40.60	49.35	59.18	0.3	5050 Shady Grove
		36.37	48.15	56.85	2.3	24 Medstar Union M
		41.74	45.74	55.89	3.2	1 Meritus
		42.32	46.43	54.29	6.6	23 Anne Arundel
		42.60	44.34	53.12	3.1	15 MedstarFranklin
		42.81	44.71	53.08	1.4	2004 Medstar Good Sa
		41.34	44.83	52.42	8.8	32 Union of Cecil
		41.89	43.29	51.53	2.5	34 Medstar Harbor
		38.09	40.26	50.97	5.8	29 JH Bayview
		37.94	40.96	50.89	5.3	22 Suburban
		36.63	39.95	49.77	2.2	38 UM Midtown
		33.04	34.51	49.55	5.0	27 Western Marylan
		33.40	40.67	49.27	14.9	2 UMMC
		37.38	39.98	48.87	2.5	13 Bon Secours
		37.11	40.72	48.69	5.3	4 Holy Cross
		39.10	40.49	48.44	4.1	12 Sinai
		38.17	38.33	48.37	0.6	10 UM Dorchester
		38.92	39.00	47.31	1.8	6 UCH-Harford
		36.65	37.51	47.11	1.0	37 UM Easton
		37.80	39.35	46.58	5.5	11 St Agnes
		35.56	40.63	45.62	3.3	43 UM Baltimore Wa
		33.88	36.65	45.48	6.0	19 Peninsula
		35.62	37.05	45.07	3.7	49 UCH-UpperChesap
		30.86	36.23	44.75	54.1	9 Johns Hopkins
		35.65	36.49	43.90	7.2	8 Mercy
		34.20	37.12	43.88	2.8	35 UM Charles Regi
		29.24	29.87	38.57	2.9	5 Frederick
MRI TECHNOLOGIST		37.37	40.78	49.61	163.6	
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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	42.13	67.22	79.05	1.8	6 UCH-Harford
		37.20	49.35	57.33	1.1	60 Ft Washington
		40.58	46.19	56.97	1.5	22 Suburban
		39.48	46.96	56.90	2.2	16 Washington Adv
		38.38	46.27	56.33	2.2	39 Calvert
		45.81	48.22	56.24	22.2	23 Anne Arundel
		35.24	46.65	56.17	2.5	5050 Shady Grove
		39.30	46.33	55.85	2.4	18 Medstar Montgom
		38.21	44.99	55.46	2.2	38 UM Midtown
		42.62	44.72	54.74	4.1	1 Meritus
		43.67	44.43	54.08	14.4	44 GBMC
		42.70	45.03	53.42	3.9	2004 Medstar Good Sa
		36.70	43.78	52.72	6.4	2 UMMC
		42.49	44.13	52.53	6.6	3 PG Hospital
		33.34	44.02	52.32	4.0	55 Laurel Regional
		39.22	43.59	52.30	5.0	15 MedstarFranklin
		40.51	46.54	52.00	5.5	43 UM Baltimore Wa
		40.24	43.97	51.64	2.6	33 Carroll Hospita
		32.62	40.68	50.68	2.3	5 Frederick
		42.31	44.62	50.65	10.9	40 Northwest
		33.95	34.71	49.81	11.0	27 Western Marylan
		37.35	41.67	49.77	4.8	4 Holy Cross
		36.67	39.80	49.68	8.3	37 UM Easton
		38.25	43.43	49.65	2.7	62 MedStar So. MD.
		36.73	42.17	49.43	3.1	35 UM Charles Regi
		38.24	40.32	49.26	1.0	13 Bon Secours
		38.05	41.76	49.05	5.3	32 Union of Cecil
		37.85	40.40	48.87	7.2	49 UCH-UpperChesap
		35.86	40.87	48.49	3.2	28 Medstar St Mary
		35.84	37.96	48.34	4.4	29 JH Bayview
		36.01	39.96	48.04	3.5	24 Medstar Union M
		35.54	40.46	47.66	5.1	51 Doctors
		32.21	38.71	47.57	12.2	9 Johns Hopkins
		33.66	38.44	47.47	5.5	19 Peninsula
		36.70	38.01	45.72	10.8	12 Sinai
		32.85	37.31	45.38	3.2	48 Howard County
		32.56	33.49	44.66	1.6	30 UM Chestertown
		36.01	36.97	44.42	5.2	8 Mercy
		32.81	33.09	43.62	2.0	17 Garrett
		35.08	36.45	43.37	11.5	11 St Agnes
		30.82	34.59	43.22	4.4	63 UM St.Joseph
		29.80	32.68	40.11	3.2	34 Medstar Harbor
29.97	29.97	38.82	1.0	10 UM Dorchester		
NUCLEAR MEDICINE TECHNOLOGIST (REG.)		37.11	41.88	50.69	223.9	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE EDUCATORS	58	55.42	61.74	73.39	0.9	13 Bon Secours
		48.35	48.35	57.75	8.2	48 Howard County
		46.75	46.75	56.31	3.8	18 Medstar Montgom
		44.07	45.40	56.06	5.9	22 Suburban
		47.46	47.46	55.99	6.7	8 Mercy
		44.27	44.27	55.54	8.0	29 JH Bayview
		42.51	42.74	55.34	1.5	5033 Levindale
		41.40	44.83	54.55	31.0	9 Johns Hopkins
		44.88	44.92	53.75	5.3	15 MedstarFranklin
		39.59	45.81	53.61	22.6	23 Anne Arundel
		44.84	44.84	53.29	9.1	24 Medstar Union M
		43.00	43.35	52.48	11.2	5050 Shady Grove
		44.96	46.01	52.45	5.9	62 MedStar So. MD.
		42.67	42.85	52.26	6.9	44 GBMC
		42.06	42.06	52.15	7.0	38 UM Midtown
		43.96	43.96	51.63	7.5	33 Carroll Hospita
		43.27	43.27	50.58	1.0	8992 UM Shock Trauma
		41.39	41.39	50.07	19.8	2 UMMC
		40.55	40.60	50.05	14.8	63 UM St. Joseph
		41.31	41.31	49.90	3.8	6 UCH-Harford
		41.52	41.67	49.75	16.5	12 Sinai
		39.11	40.23	49.71	10.6	1 Meritus
		41.98	42.30	49.67	7.3	51 Doctors
		41.48	41.51	49.61	4.2	34 Medstar Harbor
		34.15	34.15	49.10	7.6	27 Western Marylan
		39.46	39.84	49.02	9.9	19 Peninsula
		39.58	39.90	48.97	1.5	16 Washington Adv
		40.67	41.26	48.68	10.2	11 St Agnes
		42.51	42.74	48.59	6.8	40 Northwest
		39.79	39.60	47.97	18.9	49 UCH-UpperChesap
		37.43	38.05	47.74	7.3	5 Frederick
		39.43	39.43	47.38	3.9	2004 Medstar Good Sa
		40.17	40.24	47.34	2.7	60 Ft Washington
		39.31	39.33	47.13	7.9	55 Laurel Regional
		39.56	40.50	46.92	0.0	87 Germantown Emg
		38.99	39.33	46.40	7.3	32 Union of Cecil
		39.22	39.22	46.18	2.9	35 UM Charles Regi
		37.43	38.14	45.89	15.8	3 PG Hospital
		37.21	37.40	44.92	12.9	4 Holy Cross
		36.52	39.89	44.83	20.9	43 UM Baltimore Wa
		35.22	35.22	44.54	3.9	37 UM Easton
		33.34	33.34	44.48	0.9	30 UM Chestertown
		29.32	32.47	40.68	2.6	39 Calvert
		30.06	30.31	40.37	1.3	17 Garrett
		29.86	29.86	38.69	0.4	10 UM Dorchester
		30.89	31.30	38.06	6.5	28 Medstar St Mary
		30.35	30.36	37.68	7.0	61 Atlantic Genera
NURSE EDUCATORS		40.15	40.84	49.52	378.4	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. A	59	54.17	59.67	68.72	4.0	23 Anne Arundel
		43.08	53.50	64.11	10.4	13 Bon Secours
		50.10	50.62	61.15	19.0	44 GBMC
		50.48	50.48	59.32	1.0	8 Mercy
		44.75	50.61	58.74	31.1	51 Doctors
		48.94	50.04	58.28	1.0	33 Carroll Hospita
		49.10	49.19	58.02	55.3	12 Sinai
		48.63	48.63	57.32	9.6	2004 Medstar Good Sa
		44.58	46.11	56.88	30.6	22 Suburban
		47.72	47.83	56.51	13.8	24 Medstar Union M
		42.08	47.69	56.39	1.8	55 Laurel Regional
		46.76	46.86	56.15	3.0	2 UMMC
		42.05	45.80	55.79	1.0	39 Calvert
		44.92	46.21	55.68	6.0	5050 Shady Grove
		46.62	46.62	55.12	9.2	34 Medstar Harbor
		43.75	45.03	55.07	49.0	63 UM St.Joseph
		40.91	45.01	54.71	26.3	16 Washington Adv
		36.69	42.14	54.65	10.3	5033 Levindale
		41.67	44.50	53.83	17.1	18 Medstar Montgom
		42.69	42.69	53.74	1.0	29 JH Bayview
		44.84	45.71	53.38	7.0	32 Union of Cecil
		43.76	43.76	52.49	25.3	15 MedstarFranklin
		38.31	44.58	52.10	0.9	60 Ft Washington
		42.53	43.57	51.94	7.0	4 Holy Cross
		37.80	41.72	51.85	81.6	5 Frederick
		44.00	44.00	51.44	2.0	35 UM Charles Regi
		39.30	43.48	51.13	52.2	11 St Agnes
		41.55	42.32	50.80	9.0	61 Atlantic Genera
		41.92	41.92	50.59	1.0	49 UCH-UpperChesap
		39.53	40.75	49.27	1.1	6 UCH-Harford
		35.72	37.19	49.18	3.0	30 UM Chestertown
		39.63	40.88	48.92	4.0	3 PG Hospital
		36.39	38.60	48.33	16.8	37 UM Easton
		33.65	37.38	47.28	4.6	10 UM Dorchester
		38.97	38.97	47.24	1.0	48 Howard County
		36.31	37.08	45.96	29.0	19 Peninsula
		27.47	28.58	38.34	2.0	17 Garrett
		28.12	29.55	37.58	0.9	88 Queen Annes Emg
NURSE MGR. A		42.09	44.19	53.37	548.8	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. B	60	60.09	60.09	71.96	3.0	1 Meritus
		57.45	57.45	70.07	14.1	22 Suburban
		57.32	58.23	69.03	4.2	49 UCH-UpperChesap
		45.78	58.66	68.17	1.0	333 Bowie Emg Ctr
		57.58	58.12	67.85	21.8	12 Sinai
		56.04	56.04	66.47	5.1	6 UCH-Harford
		51.44	55.46	65.95	8.8	18 Medstar Montgom
		52.69	52.69	65.16	3.0	29 JH Bayview
		52.94	53.98	65.06	3.0	39 Calvert
		55.29	55.29	63.86	3.0	51 Doctors
		53.72	53.72	63.76	2.0	2 UMMC
		47.36	52.29	63.06	61.7	9 Johns Hopkins
		53.79	53.79	62.90	13.9	2004 Medstar Good Sa
		53.74	53.74	62.87	14.5	24 Medstar Union M
		51.85	51.85	62.81	11.0	63 UM St.Joseph
		52.52	52.52	62.43	13.3	48 Howard County
		52.84	52.84	62.36	17.3	15 MedstarFranklin
		53.24	53.24	61.98	1.0	28 Medstar St Mary
		53.10	53.10	61.63	11.0	33 Carroll Hospita
		49.17	49.17	60.20	7.0	5 Frederick
		50.56	50.56	59.88	16.0	4 Holy Cross
		49.51	49.92	59.83	13.0	5050 Shady Grove
		48.74	51.44	59.75	5.1	23 Anne Arundel
		50.26	50.26	59.33	6.8	3 PG Hospital
		50.48	50.48	59.27	6.1	34 Medstar Harbor
		47.85	47.85	58.68	11.2	38 UM Midtown
		40.75	40.75	57.48	15.3	27 Western Marylan
		50.64	50.64	57.28	10.1	40 Northwest
		49.78	49.78	57.19	1.0	87 Germantown Emg
		48.56	48.56	56.47	1.0	60 Ft Washington
		49.60	49.62	56.36	21.8	62 MedStar So. MD.
		43.56	43.56	56.27	1.0	5033 Levindale
		48.84	48.84	54.48	14.0	43 UM Baltimore Wa
46.61	46.61	54.33	7.0	35 UM Charles Regi		
46.20	46.20	54.14	7.0	11 St Agnes		
44.15	44.42	52.64	16.7	8 Mercy		
38.75	39.22	50.81	5.0	17 Garrett		
42.37	42.37	50.49	5.0	55 Laurel Regional		
38.15	38.15	47.82	1.0	37 UM Easton		
38.77	38.77	47.70	2.0	16 Washington Adv		
33.00	33.00	41.63	1.0	45 McCready		
NURSE MGR. B		49.39	50.08	59.74	386.8	
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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	55.84	55.84	68.75	19.8	29 JH Bayview
		46.73	55.09	63.64	5.0	51 Doctors
		42.10	56.83	63.08	5.1	43 UM Baltimore Wa
		48.33	51.51	62.82	2.8	38 UM Midtown
		44.40	52.85	62.49	3.4	4 Holy Cross
		49.43	51.81	62.32	5.4	19 Peninsula
		46.86	49.73	61.09	3.9	22 Suburban
		46.80	52.63	60.80	5.0	8992 UM Shock Trauma
		49.91	50.83	60.67	5.7	49 UCH-UpperChesap
		51.31	51.38	60.44	5.0	12 Sinai
		48.81	48.85	60.37	4.0	10 UM Dorchester
		48.97	49.09	60.10	4.5	37 UM Easton
		49.36	50.32	60.04	3.6	6 UCH-Harford
		44.46	49.46	59.83	48.2	9 Johns Hopkins
		41.76	45.75	59.62	3.5	30 UM Chestertown
		44.45	51.21	59.39	3.5	32 Union of Cecil
		47.67	51.03	59.36	5.3	33 Carroll Hospita
		45.75	49.72	59.29	3.6	48 Howard County
		48.25	50.39	58.87	8.8	28 Medstar St Mary
		45.06	45.06	57.99	1.8	5033 Levindale
		41.62	48.29	57.73	6.0	2 UMMC
		41.36	45.79	56.41	4.6	5 Frederick
		42.50	47.87	56.24	3.7	333 Bowie Emg Ctr
		44.72	46.60	56.15	8.9	18 Medstar Montgom
		45.70	46.64	55.09	5.7	8 Mercy
		40.96	45.26	53.70	3.7	55 Laurel Regional
		43.57	45.71	51.86	5.7	40 Northwest
		38.30	42.73	50.98	4.2	3 PG Hospital
		40.05	42.17	49.44	4.8	35 UM Charles Regi
		29.61	36.57	47.71	2.0	17 Garrett
36.20	39.40	47.59	5.1	61 Atlantic Genera		
37.60	39.55	46.79	4.5	11 St Agnes		
NURSE MGR. C		44.64	48.31	57.83	206.8	

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NURSE MGR. D	62	59.95	72.45	84.74	3.0	18 Medstar Montgom
		66.85	66.85	78.41	3.9	4 Holy Cross
		60.01	65.23	75.83	3.4	15 MedstarFranklin
		63.63	63.63	73.51	5.5	24 Medstar Union M
		61.61	61.61	72.91	10.0	5050 Shady Grove
		62.60	62.60	72.68	3.0	8 Mercy
		62.34	62.34	72.13	3.5	2004 Medstar Good Sa
		62.52	62.52	71.75	2.0	51 Doctors
		59.42	59.42	71.69	2.0	5 Frederick
		58.12	58.12	71.35	22.7	29 JH Bayview
		61.00	61.00	70.17	1.0	35 UM Charles Regi
		51.73	60.53	69.67	15.4	23 Anne Arundel
		59.85	59.85	69.36	5.0	34 Medstar Harbor
		56.13	56.13	67.12	5.8	19 Peninsula
		54.51	55.45	66.41	9.0	16 Washington Adv
		55.83	55.83	66.14	2.0	48 Howard County
		54.74	54.74	64.30	9.7	3 PG Hospital
		53.33	53.58	63.61	32.0	2 UMMC
		51.36	51.36	60.45	5.9	55 Laurel Regional
		47.12	51.90	60.13	2.1	60 Ft Washington
		51.27	51.27	59.32	7.0	8992 UM Shock Trauma
		49.49	49.54	59.20	12.3	49 UCH-UpperChesap
		48.16	48.79	59.18	3.0	39 Calvert
		49.02	49.02	57.26	3.6	11 St Agnes
		45.56	45.56	56.10	3.0	38 UM Midtown
		46.79	46.79	56.06	5.0	6 UCH-Harford
		42.38	42.63	54.81	1.0	17 Garrett
NURSE MGR. D		55.38	56.62	66.82	181.8	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE PRACT./CLINICAL NURSE SPEC.	31	64.37	69.72	80.14	33.9	11 St Agnes
		59.45	67.97	77.55	53.0	8992 UM Shock Trauma
		58.20	58.20	69.41	1.9	13 Bon Secours
		59.76	59.76	68.91	1.2	33 Carroll Hospita
		51.27	57.69	68.17	164.3	2 UMMC
		48.22	55.88	66.84	0.8	19 Peninsula
		48.87	55.00	66.16	19.8	44 GBMC
		52.55	53.37	65.93	27.7	29 JH Bayview
		54.10	54.73	64.12	29.6	12 Sinai
		49.98	52.74	63.82	8.1	63 UM St.Joseph
		52.28	52.28	62.16	1.0	48 Howard County
		53.99	53.99	61.11	1.5	62 MedStar So. MD.
		51.92	52.02	60.98	14.7	2004 Medstar Good Sa
		50.77	52.06	60.98	7.0	34 Medstar Harbor
		50.00	50.00	60.55	0.1	39 Calvert
		45.40	49.97	60.41	183.6	9 Johns Hopkins
		49.16	49.86	60.15	11.4	16 Washington Adv
		49.03	49.81	59.71	4.7	5050 Shady Grove
		47.52	48.27	59.39	24.4	22 Suburban
		49.41	49.99	59.23	7.7	4 Holy Cross
		49.00	52.96	58.91	16.6	43 UM Baltimore Wa
		48.19	49.41	58.64	37.5	15 MedstarFranklin
		47.32	47.32	58.08	4.5	38 UM Midtown
		49.04	49.13	57.90	22.8	24 Medstar Union M
		47.81	47.99	57.45	23.9	49 UCH-UpperChesap
		38.41	40.63	57.32	7.0	27 Western Marylan
		47.21	47.21	56.54	0.6	6 UCH-Harford
		48.16	48.16	56.44	4.0	28 Medstar St Mary
		42.91	46.21	56.42	5.4	1 Meritus
		38.80	48.06	56.07	3.3	23 Anne Arundel
		47.42	47.42	55.94	32.3	8 Mercy
		43.48	46.59	55.26	3.6	3 PG Hospital
		43.96	44.40	54.86	16.6	5 Frederick
		44.13	44.13	54.05	1.0	45 McCready
		42.02	42.02	52.17	1.1	37 UM Easton
		41.97	42.03	51.08	5.0	2001 UM Rehab&Ortho
		41.89	41.89	49.23	2.7	51 Doctors
		40.18	40.18	48.45	2.0	61 Atlantic Genera
		38.76	38.76	45.68	3.4	35 UM Charles Regi
		39.00	39.00	44.47	1.0	40 Northwest
		17.93	17.93	26.98	1.6	5033 Levindale
NURSE PRACT./CLINICAL NURSE SPEC.		47.41	49.14	58.72	792.3	
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OCCUP. THERAPIST	63	45.36	53.26	63.93	0.9	19 Peninsula
		48.00	48.45	58.56	0.6	16 Washington Adv
		48.37	48.42	57.04	6.8	8 Mercy
		48.96	48.96	56.94	5.0	51 Doctors
		42.26	45.68	54.84	5.7	49 UCH-UpperChesap
		44.46	44.46	52.79	1.5	34 Medstar Harbor
		41.88	42.32	52.05	9.0	1 Meritus
		42.02	42.28	51.37	2.8	18 Medstar Montgom
		43.85	43.85	51.30	0.3	60 Ft Washington
		34.94	39.17	51.25	11.8	5033 Levindale
		40.17	41.86	51.14	9.8	44 GBMC
		42.37	42.37	50.98	3.5	15 MedstarFranklin
		38.31	41.30	50.68	4.7	39 Calvert
		42.65	42.75	50.07	1.7	35 UM Charles Regi
		41.76	41.79	49.90	8.8	4 Holy Cross
		39.31	39.90	49.67	5.1	22 Suburban
		39.10	40.02	49.38	10.4	63 UM St. Joseph
		40.85	40.85	48.48	1.6	28 Medstar St Mary
		40.28	40.40	48.40	3.8	3 PG Hospital
		38.53	40.21	48.22	16.1	2004 Medstar Good Sa
		38.04	39.62	47.67	16.6	24 Medstar Union M
		35.65	36.40	46.56	24.3	29 JH Bayview
		40.18	40.18	46.12	4.2	62 MedStar So. MD.
		37.27	37.49	45.59	7.1	48 Howard County
		31.11	31.16	45.30	2.2	27 Western Marylan
		34.91	35.69	44.96	6.1	38 UM Midtown
		36.09	37.28	44.91	20.8	12 Sinai
		36.11	36.11	44.05	2.2	6 UCH-Harford
		34.32	36.99	43.99	6.0	23 Anne Arundel
		34.76	35.68	43.94	25.0	2001 UM Rehab&Ortho
		36.84	36.84	43.79	3.5	11 St Agnes
		34.89	35.27	43.27	30.9	2 UMMC
		30.56	34.40	42.66	42.9	9 Johns Hopkins
		35.08	35.16	42.51	2.7	55 Laurel Regional
		33.09	33.09	41.73	0.7	45 McCready
		36.65	36.72	41.41	5.4	43 UM Baltimore Wa
		34.87	35.17	40.25	8.8	40 Northwest
		29.72	29.72	38.37	3.2	37 UM Easton
		29.13	29.13	37.87	0.4	10 UM Dorchester
OCCUP. THERAPIST		38.53	39.50	48.00	323.0	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
OTHER HOSPITAL SPECIFIC	70	87.27	104.20	121.03	114.8	49 UCH-UpperChesap
		54.66	59.84	68.91	39.0	23 Anne Arundel
		46.65	50.74	58.89	30.1	51 Doctors
		49.93	49.93	57.98	2.1	35 UM Charles Regi
		45.82	47.34	57.33	27.2	16 Washington Adv
		42.43	43.16	55.43	4.0	17 Garrett
		42.24	43.63	52.79	30.2	5050 Shady Grove
		42.42	42.45	52.59	31.4	38 UM Midtown
		41.12	41.52	51.55	70.1	22 Suburban
		42.72	42.72	51.24	5.6	61 Atlantic Genera
		38.96	41.68	49.39	21.2	28 Medstar St Mary
		36.55	37.98	47.07	78.6	63 UM St.Joseph
		38.83	41.26	46.31	54.3	43 UM Baltimore Wa
		34.49	34.78	46.24	36.7	30 UM Chestertown
		37.31	37.59	46.09	55.4	2001 UM Rehab&Ortho
		36.60	37.23	45.84	177.1	44 GBMC
		35.56	37.39	45.49	30.2	6 UCH-Harford
		35.23	37.15	45.36	360.7	2 UMMC
		35.26	35.98	44.74	80.4	19 Peninsula
		31.28	35.95	44.63	53.6	39 Calvert
		36.08	37.61	44.52	59.9	32 Union of Cecil
		35.51	35.52	44.44	6.0	45 McCready
		35.98	36.48	44.30	132.2	24 Medstar Union M
		33.97	34.67	43.95	211.8	5 Frederick
		35.32	36.81	43.76	80.3	11 St Agnes
		33.29	34.00	43.43	31.0	10 UM Dorchester
		37.13	37.90	43.26	50.2	40 Northwest
		33.87	35.26	43.09	101.7	48 Howard County
		28.95	29.37	43.03	107.5	27 Western Marylan
		33.85	34.03	42.78	188.8	1 Meritus
		32.85	33.27	42.35	122.8	37 UM Easton
		31.83	34.01	42.14	32.5	13 Bon Secours
		32.75	34.26	41.34	84.9	4 Holy Cross
		31.54	31.78	41.29	269.4	29 JH Bayview
		31.79	33.45	40.69	114.4	3 PG Hospital
		29.43	29.84	40.60	24.8	5033 Levindale
		31.31	32.40	40.44	83.4	18 Medstar Montgom
		31.68	32.46	39.87	86.9	34 Medstar Harbor
		31.94	32.37	39.74	128.1	2004 Medstar Good Sa
		33.02	33.02	39.42	3.1	60 Ft Washington
		30.85	32.00	39.02	69.9	55 Laurel Regional
		29.85	30.72	38.32	219.1	15 MedstarFranklin
		30.55	30.87	37.31	124.7	33 Carroll Hospita
		26.83	27.74	34.41	318.8	12 Sinai
		29.44	28.83	34.01	0.1	87 Germantown Emg
		27.37	28.50	33.45	141.4	62 MedStar So. MD.
		23.56	25.95	33.02	1,238.4	9 Johns Hopkins
		25.92	26.36	32.72	163.3	8 Mercy
		21.55	23.89	29.72	5.9	333 Bowie Emg Ctr
		20.88	23.45	28.95	15.0	8992 UM Shock Trauma
OTHER HOSPITAL SPECIFIC		35.68	37.19	45.48	5,518.9	
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Health Services Cost Review Commission
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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	52.12	63.65	74.11	119.9	15 MedstarFranklin
		51.30	51.28	58.85	0.9	87 Germantown Emg
		48.89	48.89	56.83	3.0	60 Ft Washington
		48.48	48.48	56.41	18.0	32 Union of Cecil
		45.94	46.02	55.84	34.8	16 Washington Adv
		45.18	45.24	54.59	49.9	5050 Shady Grove
		45.23	45.86	54.39	89.1	24 Medstar Union M
		43.16	43.86	53.13	16.1	2001 UM Rehab&Ortho
		42.10	43.45	52.67	22.0	18 Medstar Montgom
		42.86	43.24	51.48	57.3	34 Medstar Harbor
		40.16	40.56	50.45	34.4	38 UM Midtown
		39.77	42.29	49.78	109.6	23 Anne Arundel
		39.30	40.50	49.46	18.1	13 Bon Secours
		41.48	41.50	49.20	2.7	333 Bowie Emg Ctr
		38.90	39.11	48.74	85.7	22 Suburban
		40.05	40.43	48.46	93.2	2004 Medstar Good Sa
		38.42	39.09	48.33	75.4	63 UM St.Joseph
		39.97	40.37	47.95	30.5	28 Medstar St Mary
		37.19	37.57	47.90	222.5	29 JH Bayview
		37.52	38.20	46.53	288.2	2 UMMC
		36.09	36.53	44.51	93.6	48 Howard County
		38.96	39.06	43.94	80.4	43 UM Baltimore Wa
		34.47	37.80	43.14	101.2	40 Northwest
		34.35	36.32	43.00	7.0	8992 UM Shock Trauma
		28.63	29.11	42.71	81.5	27 Western Marylan
		31.17	31.19	41.86	6.5	30 UM Chestertown
		32.04	32.32	41.50	7.1	10 UM Dorchester
		33.22	33.36	40.97	26.1	61 Atlantic Genera
		31.18	32.67	40.69	1,650.1	9 Johns Hopkins
		31.85	31.86	40.34	44.8	1 Meritus
		33.68	33.77	40.19	29.4	35 UM Charles Regi
		31.06	31.07	39.87	23.0	37 UM Easton
		29.91	30.76	39.56	38.5	5 Frederick
		32.08	32.93	39.56	77.6	33 Carroll Hospita
		30.37	31.35	39.40	66.8	39 Calvert
		30.90	31.45	37.83	89.3	11 St Agnes
		29.97	30.99	37.63	219.4	4 Holy Cross
		29.28	29.84	37.38	221.0	44 GBMC
		29.91	30.31	37.15	14.6	55 Laurel Regional
		29.26	29.73	36.87	65.4	6 UCH-Harford
		29.80	29.99	36.72	207.3	8 Mercy
		29.08	29.74	36.58	31.1	3 PG Hospital
		26.46	26.97	36.45	17.3	17 Garrett
		29.11	29.38	36.40	92.1	49 UCH-UpperChesap
		29.01	30.05	36.30	119.6	51 Doctors
		30.11	30.44	35.56	72.8	62 MedStar So. MD.
		26.42	26.88	34.62	105.3	19 Peninsula
		26.66	27.84	34.51	354.5	12 Sinai
		25.05	25.11	32.65	1.4	88 Queen Annes Emg
		22.17	22.50	32.21	73.1	5033 Levindale
		16.76	16.76	23.51	3.5	45 McCready
OTHER NON-HOSPITAL SPECIFIC		35.04	35.84	43.90	5,392.5	
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Health Services Cost Review Commission
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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	19.62	24.93	32.25	4.3	63 UM St.Joseph
		19.43	21.80	28.01	7.7	48 Howard County
		15.58	16.48	25.32	59.1	5033 Levindale
		14.76	18.71	24.91	36.1	13 Bon Secours
		14.43	17.99	24.26	12.9	39 Calvert
		16.83	17.88	23.97	33.0	5050 Shady Grove
		15.52	17.74	23.24	47.6	55 Laurel Regional
		14.23	16.49	22.85	27.1	15 MedstarFranklin
		12.64	13.23	22.56	49.5	27 Western Marylan
		14.97	15.34	22.53	49.1	29 JH Bayview
		15.00	16.81	22.24	104.5	3 PG Hospital
		13.99	16.29	22.18	76.6	2001 UM Rehab&Ortho
		13.97	16.22	22.13	508.7	2 UMMC
		13.63	15.04	21.94	88.2	5 Frederick
		13.40	15.03	21.65	31.5	38 UM Midtown
		15.17	15.89	21.43	160.9	44 GBMC
		14.69	16.19	21.32	55.5	23 Anne Arundel
		13.78	14.83	20.86	22.0	16 Washington Adv
		14.18	15.92	20.65	8.8	60 Ft Washington
		13.09	14.57	20.51	28.0	2004 Medstar Good Sa
		13.33	14.46	20.49	5.0	34 Medstar Harbor
		12.98	15.69	20.47	61.9	8992 UM Shock Trauma
		13.58	14.58	20.36	21.1	61 Atlantic Genera
		13.99	15.06	20.21	75.8	49 UCH-UpperChesap
		13.27	14.83	20.19	139.2	12 Sinai
		13.24	13.66	20.05	6.9	45 McCready
		14.10	15.69	19.55	110.4	62 MedStar So. MD.
		13.66	14.91	19.35	49.8	4 Holy Cross
		10.79	13.32	19.34	4.6	18 Medstar Montgom
		12.89	13.83	19.02	19.6	28 Medstar St Mary
		12.35	14.27	18.99	20.4	32 Union of Cecil
		12.65	12.79	18.80	6.9	24 Medstar Union M
		12.80	13.56	18.69	25.1	6 UCH-Harford
		10.79	12.37	18.51	137.5	19 Peninsula
		12.56	13.10	18.50	17.8	22 Suburban
		12.58	12.79	17.75	86.6	8 Mercy
		12.26	13.08	17.53	100.7	11 St Agnes
		10.71	11.04	15.15	9.0	35 UM Charles Regi
		10.56	12.14	14.88	13.2	40 Northwest
		10.35	11.61	14.35	89.7	43 UM Baltimore Wa
PATIENT CARE/NURSING AIDE I		13.71	15.25	20.92	2,412.3	
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Health Services Cost Review Commission
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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	20.88	24.42	31.23	61.4	2 UMMC
		19.16	23.92	30.77	41.4	13 Bon Secours
		18.86	22.21	27.59	4.2	8992 UM Shock Trauma
		19.12	20.91	26.79	9.2	3 PG Hospital
		18.26	20.83	26.04	9.2	60 Ft Washington
		17.75	19.01	25.37	108.2	22 Suburban
		16.80	18.62	25.21	58.4	18 Medstar Montgom
		13.71	16.04	24.83	0.0	5033 Levindale
		15.73	17.32	24.49	81.5	5 Frederick
		17.56	19.79	24.01	9.6	87 Germantown Emg
		17.06	18.41	23.98	8.9	55 Laurel Regional
		17.23	18.12	23.82	67.3	12 Sinai
		15.93	16.47	23.81	302.8	29 JH Bayview
		15.43	17.83	23.76	422.8	9 Johns Hopkins
		17.90	19.43	23.61	35.6	62 MedStar So. MD.
		15.69	17.43	23.59	200.7	2004 Medstar Good Sa
		14.95	16.62	23.44	104.6	38 UM Midtown
		13.06	13.92	23.43	108.2	27 Western Marylan
		16.37	17.54	23.31	38.4	44 GBMC
		14.18	17.14	23.29	35.7	39 Calvert
		15.21	16.94	23.22	123.6	16 Washington Adv
		15.40	17.20	23.21	207.6	5050 Shady Grove
		16.63	17.54	23.17	40.0	6 UCH-Harford
		15.48	16.83	23.07	161.5	63 UM St.Joseph
		16.21	17.78	23.05	287.0	23 Anne Arundel
		15.20	16.72	23.04	172.2	24 Medstar Union M
		14.67	16.64	23.01	334.1	15 MedstarFranklin
		15.30	16.59	22.78	101.4	34 Medstar Harbor
		14.08	16.18	22.74	41.5	19 Peninsula
		14.96	16.90	22.52	138.7	48 Howard County
		14.53	15.13	22.28	23.9	30 UM Chestertown
		15.60	15.74	22.28	185.1	1 Meritus
		15.06	16.81	22.28	90.2	28 Medstar St Mary
		15.85	17.03	22.17	69.2	33 Carroll Hospita
		15.25	16.99	22.04	136.2	51 Doctors
		15.52	17.05	22.03	56.1	32 Union of Cecil
		13.54	14.35	21.66	26.3	17 Garrett
		13.35	14.93	21.66	20.9	10 UM Dorchester
		12.71	14.44	21.22	78.8	37 UM Easton
		15.28	16.55	21.21	129.1	4 Holy Cross
		14.93	15.85	21.10	124.0	49 UCH-UpperChesap
		15.33	15.54	20.79	123.9	8 Mercy
		13.50	14.31	20.77	1.8	45 McCready
		15.18	17.53	20.74	237.4	43 UM Baltimore Wa
		13.36	14.65	20.43	24.6	61 Atlantic Genera
		13.64	14.96	19.60	144.7	11 St Agnes
		14.61	15.81	18.93	147.5	40 Northwest
13.30	14.01	18.42	87.9	35 UM Charles Regi		
PATIENT CARE/NURSING AIDE II		15.61	17.23	23.16	5,023.0	
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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	19.57	22.09	28.32	15.1	48 Howard County
		19.31	21.34	27.89	10.8	34 Medstar Harbor
		19.46	21.01	27.46	13.0	2004 Medstar Good Sa
		19.10	20.09	27.36	9.4	38 UM Midtown
		17.82	20.90	26.94	7.4	6 UCH-Harford
		18.56	20.17	26.85	21.2	15 MedstarFranklin
		19.06	20.24	26.82	16.5	24 Medstar Union M
		19.13	20.43	26.25	13.7	3 PG Hospital
		20.15	20.40	26.14	20.9	8 Mercy
		18.83	20.61	26.14	28.1	23 Anne Arundel
		18.29	19.26	25.92	12.3	18 Medstar Montgom
		18.62	19.75	25.84	24.1	44 GBMC
		17.31	19.35	25.79	8.9	39 Calvert
		18.55	19.93	25.66	6.5	55 Laurel Regional
		16.69	19.36	25.62	7.9	2001 UM Rehab&Ortho
		19.58	20.33	25.49	2.6	60 Ft Washington
		18.28	20.00	25.32	13.7	51 Doctors
		17.56	18.75	25.25	14.5	16 Washington Adv
		18.90	20.88	25.18	8.7	62 MedStar So. MD.
		17.92	18.25	25.10	18.1	1 Meritus
		15.74	18.90	25.09	101.4	2 UMMC
		17.14	17.56	25.06	22.8	29 JH Bayview
		16.33	17.62	24.83	18.1	5 Frederick
		16.58	18.52	24.69	12.5	13 Bon Secours
		18.37	19.29	24.48	11.2	32 Union of Cecil
		17.02	18.26	24.40	20.0	5050 Shady Grove
		18.89	20.87	24.34	25.9	43 UM Baltimore Wa
		16.90	18.07	24.28	16.6	22 Suburban
		16.23	18.09	24.06	133.2	9 Johns Hopkins
		16.85	17.69	24.04	15.2	63 UM St.Joseph
		17.71	18.31	23.89	21.2	49 UCH-UpperChesap
		17.71	18.90	23.88	27.5	4 Holy Cross
		17.62	18.22	23.47	12.7	33 Carroll Hospita
		15.77	16.03	23.37	3.2	30 UM Chestertown
		16.17	17.58	23.22	36.0	12 Sinai
		13.29	13.68	23.13	20.1	27 Western Marylan
		15.36	15.57	23.08	2.7	17 Garrett
		14.51	16.38	22.96	26.1	19 Peninsula
		14.69	15.78	22.72	15.2	37 UM Easton
		17.03	17.87	22.68	5.5	35 UM Charles Regi
		14.00	14.00	22.49	0.1	5033 Levindale
		15.19	16.02	21.94	6.3	61 Atlantic Genera
		15.37	16.24	21.65	9.8	28 Medstar St Mary
		14.81	15.71	20.44	20.6	11 St Agnes
		16.32	17.01	20.25	17.2	40 Northwest
		15.62	16.22	20.06	0.6	87 Germantown Emg
		13.50	13.50	19.87	1.0	45 McCready
PHARMACY TECH.		17.18	18.40	24.46	875.9	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHLEBOTOMIST	64	18.44	20.87	27.53	14.1	22 Suburban
		16.96	19.16	26.30	10.2	38 UM Midtown
		15.82	18.59	25.04	12.9	24 Medstar Union M
		17.13	18.57	24.75	1.0	13 Bon Secours
		16.85	18.07	24.60	6.5	18 Medstar Montgom
		13.66	14.46	24.12	32.7	27 Western Marylan
		15.04	15.32	24.00	1.4	5033 Levindale
		15.40	16.75	23.86	20.1	5 Frederick
		17.05	18.36	23.53	15.8	51 Doctors
		15.83	17.03	23.44	16.7	15 MedstarFranklin
		16.75	17.51	23.28	16.6	44 GBMC
		16.05	16.86	23.09	11.7	63 UM St.Joseph
		15.92	16.86	22.98	34.8	2004 Medstar Good Sa
		13.75	16.57	22.52	24.6	2 UMMC
		16.78	17.09	22.51	19.2	49 UCH-UpperChesap
		16.33	17.28	22.44	24.1	33 Carroll Hospita
		16.77	17.49	22.38	5.8	60 Ft Washington
		15.53	17.17	22.05	38.1	11 St Agnes
		16.07	16.38	21.86	9.3	6 UCH-Harford
		16.28	16.86	21.83	8.0	32 Union of Cecil
		14.47	15.68	21.80	13.0	34 Medstar Harbor
		15.95	16.57	21.73	11.6	23 Anne Arundel
		13.85	15.70	21.66	12.8	39 Calvert
		15.70	16.26	21.58	19.4	8 Mercy
		15.62	16.71	21.39	26.8	4 Holy Cross
		14.78	15.83	21.21	17.7	28 Medstar St Mary
		17.64	17.83	21.16	1.8	40 Northwest
		15.44	17.04	21.02	18.6	62 MedStar So. MD.
		13.19	14.17	20.51	27.1	19 Peninsula
		15.15	15.85	20.45	14.0	35 UM Charles Regi
		14.38	14.45	20.22	4.8	61 Atlantic Genera
12.66	12.85	19.89	4.8	17 Garrett		
16.72	16.72	19.86	0.8	43 UM Baltimore Wa		
13.36	13.36	19.71	1.8	45 McCready		
PHLEBOTOMIST		15.63	16.66	22.48	498.5	
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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	47.13	52.83	63.76	3.3	39 Calvert
		49.14	51.48	59.70	11.0	51 Doctors
		43.02	48.04	57.41	12.9	48 Howard County
		44.20	47.59	56.96	2.8	6 UCH-Harford
		40.04	40.20	56.79	7.9	27 Western Marylan
		46.36	46.65	56.20	3.9	18 Medstar Montgom
		41.06	45.31	55.81	7.4	38 UM Midtown
		42.84	44.21	54.67	8.7	22 Suburban
		45.99	45.99	54.43	4.6	34 Medstar Harbor
		36.73	44.29	53.97	10.6	19 Peninsula
		38.80	41.44	53.85	12.2	5033 Levindale
		43.69	44.34	53.32	14.6	49 UCH-UpperChesap
		41.79	43.61	52.96	2.8	13 Bon Secours
		42.65	42.95	52.76	16.6	1 Meritus
		42.12	42.83	52.58	11.3	63 UM St.Joseph
		44.33	44.55	52.51	5.4	28 Medstar St Mary
		41.02	43.74	52.11	13.2	24 Medstar Union M
		45.24	45.50	51.90	7.6	62 MedStar So. MD.
		42.13	42.76	51.41	13.1	15 MedstarFranklin
		41.14	41.14	51.18	3.2	37 UM Easton
		41.38	42.63	50.83	34.8	2004 Medstar Good Sa
		39.10	39.91	50.57	34.9	29 JH Bayview
		41.70	42.08	50.18	3.5	55 Laurel Regional
		42.66	42.81	50.16	1.8	60 Ft Washington
		39.73	40.40	49.54	13.3	16 Washington Adv
		37.98	41.81	49.25	15.7	23 Anne Arundel
		39.26	40.12	49.15	9.0	44 GBMC
		43.81	43.88	49.13	13.1	43 UM Baltimore Wa
		40.73	41.09	48.96	17.2	8 Mercy
		38.81	38.81	48.92	1.4	10 UM Dorchester
		40.64	40.64	48.60	19.8	4 Holy Cross
		38.83	39.05	48.37	1.9	45 McCready
		39.83	40.33	48.32	4.5	3 PG Hospital
		40.83	40.65	47.77	4.8	35 UM Charles Regi
		38.66	39.07	47.75	39.3	2001 UM Rehab&Ortho
		41.84	41.85	47.60	13.0	40 Northwest
		36.64	38.03	46.34	34.8	2 UMMC
		38.92	38.92	46.10	14.4	11 St Agnes
		33.20	36.81	45.40	55.2	9 Johns Hopkins
		36.93	37.31	44.94	42.5	12 Sinai
PHYS. THERAPIST		41.27	42.64	51.55	547.7	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHYSI. & OCCUP. THERAPIST ASST.	65	8.88	43.45	56.15	1.0	5033 Levindale
		32.21	34.65	42.21	10.0	2004 Medstar Good Sa
		31.81	32.25	41.82	3.4	29 JH Bayview
		29.92	31.42	40.48	0.1	10 UM Dorchester
		31.63	31.93	39.64	1.6	15 MedstarFranklin
		31.89	32.05	39.43	2.1	34 Medstar Harbor
		28.49	30.59	37.95	2.2	24 Medstar Union M
		27.97	29.39	37.42	4.6	19 Peninsula
		27.04	29.13	36.64	6.4	9 Johns Hopkins
		27.81	29.30	35.97	5.8	8 Mercy
		27.54	28.11	34.81	5.5	12 Sinai
		27.23	27.50	34.71	4.7	44 GBMC
		25.82	26.46	34.54	1.0	38 UM Midtown
		24.88	26.73	34.34	1.8	22 Suburban
		27.35	27.35	34.20	1.0	6 UCH-Harford
		25.44	26.59	34.15	8.8	63 UM St.Joseph
		26.14	26.30	34.11	17.6	1 Meritus
		27.48	27.70	33.89	1.0	4 Holy Cross
		29.09	29.37	33.86	2.0	40 Northwest
		21.57	21.61	33.19	13.9	27 Western Marylan
		23.03	25.02	32.02	0.9	13 Bon Secours
		25.58	25.58	31.35	2.9	11 St Agnes
		24.45	24.78	30.96	2.4	28 Medstar St Mary
		22.52	24.82	30.72	9.1	23 Anne Arundel
		23.31	23.80	30.59	2.9	5050 Shady Grove
		22.10	22.46	30.22	5.1	37 UM Easton
		24.25	24.25	29.70	1.8	35 UM Charles Regi
		23.67	23.67	29.43	1.7	33 Carroll Hospita
		24.83	25.06	28.85	2.0	43 UM Baltimore Wa
		20.48	20.78	27.53	4.3	16 Washington Adv
		20.02	20.81	27.45	0.8	39 Calvert
		20.00	20.55	26.42	3.8	49 UCH-UpperChesap
		19.09	19.26	25.49	11.4	2 UMMC
		18.28	18.52	25.10	2.0	18 Medstar Montgom
		18.50	18.65	24.83	22.2	2001 UM Rehab&Ortho
		17.30	17.87	23.41	3.2	3 PG Hospital
		16.63	16.81	22.41	2.9	48 Howard County
		16.02	16.41	21.76	3.9	55 Laurel Regional
		13.96	14.02	18.80	2.3	51 Doctors
		PHYSI. & OCCUP. THERAPIST ASST.		23.95	25.51	32.48
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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	56.73	62.61	78.04	2.9	5033 Levindale
		64.00	64.00	76.60	0.7	63 UM St.Joseph
		52.61	61.44	73.13	8.6	16 Washington Adv
		43.85	59.64	71.94	0.3	5 Frederick
		60.00	60.00	71.86	1.0	1 Meritus
		52.19	60.62	70.70	3.6	55 Laurel Regional
		47.60	55.96	66.28	3.1	48 Howard County
		49.01	53.04	63.17	10.6	49 UCH-UpperChesap
		49.95	52.53	62.75	14.2	5050 Shady Grove
		49.84	50.37	62.51	39.3	29 JH Bayview
		46.27	52.75	62.27	43.3	15 MedstarFranklin
		47.19	51.06	61.65	56.4	9 Johns Hopkins
		47.59	51.33	61.10	10.9	2 UMMC
		47.87	51.70	60.63	37.6	2004 Medstar Good Sa
		48.14	50.11	60.57	10.8	44 GBMC
		50.39	51.63	59.86	13.6	51 Doctors
		48.12	50.87	59.31	33.2	11 St Agnes
		47.81	50.23	59.09	26.4	24 Medstar Union M
		42.64	48.63	58.62	3.9	13 Bon Secours
		47.10	47.10	57.83	10.0	38 UM Midtown
		48.08	49.08	57.77	17.1	8 Mercy
		47.04	48.87	57.67	43.4	12 Sinai
		46.63	48.55	57.20	13.4	34 Medstar Harbor
		45.73	46.35	54.99	21.7	3 PG Hospital
		45.23	45.23	54.66	3.6	2001 UM Rehab&Ortho
		44.46	45.71	53.25	3.0	8992 UM Shock Trauma
		41.85	41.85	46.94	3.7	43 UM Baltimore Wa
		36.00	36.00	43.86	1.0	61 Atlantic Genera
PHYSICIANS ASST.		48.35	51.69	61.58	437.3	
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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	36.85	40.79	49.61	33.4	5050 Shady Grove
		35.78	38.75	47.68	29.1	16 Washington Adv
		35.00	40.68	47.11	0.4	87 Germantown Emg
		34.81	37.08	46.39	22.4	22 Suburban
		30.58	36.60	45.99	14.8	38 UM Midtown
		32.55	36.72	45.49	15.3	39 Calvert
		32.81	36.82	45.34	14.3	18 Medstar Montgom
		34.07	36.08	44.92	23.8	63 UM St.Joseph
		32.99	36.46	44.60	93.5	2 UMMC
		31.85	35.86	44.23	10.1	13 Bon Secours
		33.39	35.50	43.14	21.3	34 Medstar Harbor
		32.29	34.14	42.30	21.0	44 GBMC
		30.93	32.37	41.97	27.7	29 JH Bayview
		33.05	34.58	41.94	41.1	12 Sinai
		32.60	34.74	41.72	5.5	333 Bowie Emg Ctr
		31.20	34.34	41.38	29.5	28 Medstar St Mary
		31.45	32.65	41.22	20.5	1 Meritus
		30.89	33.37	41.19	29.0	15 MedstarFranklin
		32.10	34.31	41.07	29.5	23 Anne Arundel
		31.97	33.49	41.07	24.3	24 Medstar Union M
		32.85	33.45	41.05	10.1	6 UCH-Harford
		31.52	33.24	40.68	21.7	2004 Medstar Good Sa
		32.20	34.06	40.63	16.2	32 Union of Cecil
		25.85	27.40	40.54	23.5	27 Western Marylan
		27.49	32.49	40.47	100.1	9 Johns Hopkins
		32.64	32.94	39.98	40.7	8 Mercy
		29.69	32.90	39.45	36.2	11 St Agnes
		31.59	32.82	39.19	9.7	60 Ft Washington
		30.50	31.77	39.18	18.2	48 Howard County
		30.27	33.40	38.76	17.3	62 MedStar So. MD.
		28.79	31.61	38.65	35.2	3 PG Hospital
		30.18	31.64	38.62	20.3	55 Laurel Regional
		30.28	33.47	37.92	24.2	43 UM Baltimore Wa
		28.99	31.24	37.91	24.0	4 Holy Cross
		30.00	30.00	37.57	1.1	2001 UM Rehab&Ortho
		29.26	29.77	36.85	25.6	49 UCH-UpperChesap
		25.00	28.88	36.84	4.7	88 Queen Annes Emg
		25.45	28.27	36.74	18.7	37 UM Easton
		28.97	30.18	36.44	17.2	51 Doctors
		25.28	27.62	35.44	24.4	19 Peninsula
		25.05	26.92	35.25	13.4	5 Frederick
		28.10	28.93	35.19	13.0	33 Carroll Hospita
		28.17	29.20	35.15	15.6	35 UM Charles Regi
		25.79	26.88	34.79	3.7	45 McCready
		23.89	24.92	34.04	10.7	17 Garrett
		25.69	26.57	33.52	16.8	61 Atlantic Genera
		22.89	24.19	32.22	11.1	10 UM Dorchester
22.55	22.55	31.32	4.1	30 UM Chestertown		
23.37	24.88	28.92	10.8	40 Northwest		
RADIOLOGIC TECHNOLOGIST (RRT REG.)		29.99	32.19	39.83	1,094.4	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
RESPIRATORY THERAPIST(NBRT REG.)	39	35.11	44.02	52.41	12.2	24 Medstar Union M
		39.96	42.92	50.49	13.0	33 Carroll Hospita
		35.16	39.40	47.34	10.3	34 Medstar Harbor
		34.59	35.33	46.87	17.7	5033 Levindale
		32.56	37.90	46.84	9.8	39 Calvert
		35.86	38.09	46.81	25.9	44 GBMC
		32.07	38.12	46.31	5.5	6 UCH-Harford
		33.73	37.40	45.98	6.7	18 Medstar Montgom
		31.69	36.69	45.08	4.3	2001 UM Rehab&Ortho
		30.61	36.54	44.85	18.9	5050 Shady Grove
		32.72	36.40	44.49	34.2	15 MedstarFranklin
		32.92	34.48	44.37	39.0	29 JH Bayview
		29.80	34.80	43.95	30.3	38 UM Midtown
		32.92	36.32	43.69	28.0	4 Holy Cross
		28.13	29.82	43.61	13.8	27 Western Marylan
		31.22	34.43	43.04	21.3	63 UM St.Joseph
		31.70	35.38	42.99	21.8	2004 Medstar Good Sa
		31.32	32.09	42.96	7.2	30 UM Chestertown
		32.51	33.79	42.50	28.4	1 Meritus
		33.89	35.66	42.31	5.2	60 Ft Washington
		30.30	33.92	42.26	20.2	16 Washington Adv
		29.52	33.15	42.24	27.7	5 Frederick
		33.03	34.69	42.07	26.7	3 PG Hospital
		29.64	32.79	42.05	7.0	10 UM Dorchester
		31.84	34.91	42.00	15.2	28 Medstar St Mary
		26.96	33.85	41.70	127.1	2 UMMC
		32.40	34.33	41.60	23.2	55 Laurel Regional
		32.49	33.77	41.37	14.8	49 UCH-UpperChesap
		28.78	32.07	41.00	15.2	37 UM Easton
		30.45	32.27	40.78	16.2	22 Suburban
		30.03	32.90	40.47	12.0	61 Atlantic Genera
		27.23	32.47	40.45	130.2	9 Johns Hopkins
		32.66	33.85	40.28	11.1	35 UM Charles Regi
		27.31	31.88	40.18	32.6	19 Peninsula
		28.80	32.38	39.86	21.6	48 Howard County
		31.59	34.74	39.28	32.1	43 UM Baltimore Wa
		30.52	33.79	39.19	22.9	62 MedStar So. MD.
		32.09	32.09	39.04	10.1	8 Mercy
		29.45	32.55	38.99	3.3	32 Union of Cecil
		28.30	31.32	38.35	33.8	12 Sinai
		29.92	33.39	38.29	29.7	40 Northwest
		28.78	31.38	37.76	25.7	11 St Agnes
		27.30	31.49	37.72	2.1	8992 UM Shock Trauma
		28.25	30.73	37.17	30.0	23 Anne Arundel
		24.57	25.50	33.25	2.9	45 McCready
		21.65	23.65	32.56	3.2	17 Garrett
RESPIRATORY THERAPIST(NBRT REG.)		30.92	34.12	42.10	1,050.0	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
RESPIRATORY THERAPY TECH. (CERT.)	38	32.81	40.16	48.90	3.4	5050 Shady Grove
		36.56	36.56	48.27	3.3	5033 Levindale
		31.33	37.86	46.49	12.8	13 Bon Secours
		30.36	37.10	45.54	4.4	2001 UM Rehab&Ortho
		32.05	36.72	45.41	4.8	16 Washington Adv
		33.29	37.61	45.40	6.7	2004 Medstar Good Sa
		33.98	35.82	45.23	1.3	5 Frederick
		36.86	38.01	45.12	8.2	33 Carroll Hospita
		32.67	37.60	44.44	1.0	60 Ft Washington
		32.43	38.03	43.79	9.8	62 MedStar So. MD.
		30.25	34.79	43.09	3.0	18 Medstar Montgom
		32.38	35.73	43.02	10.8	4 Holy Cross
		31.04	34.91	42.87	9.3	15 MedstarFranklin
		30.08	35.15	42.86	6.4	24 Medstar Union M
		30.79	34.25	42.69	4.0	39 Calvert
		32.25	35.41	42.11	11.7	32 Union of Cecil
		30.42	32.36	41.95	13.5	29 JH Bayview
		31.01	34.47	41.12	15.1	51 Doctors
		30.51	32.92	40.37	3.1	34 Medstar Harbor
		30.41	33.49	40.18	4.1	23 Anne Arundel
		31.71	32.62	40.12	4.3	6 UCH-Harford
		30.99	31.10	39.78	1.0	38 UM Midtown
		31.62	32.26	39.66	10.1	49 UCH-UpperChesap
		26.13	30.94	39.14	7.0	19 Peninsula
		31.47	32.00	38.94	10.7	8 Mercy
		29.80	31.23	38.25	5.7	12 Sinai
		26.72	29.92	37.92	8.8	63 UM St. Joseph
		23.91	25.29	37.86	14.0	27 Western Marylan
		25.94	30.10	37.53	18.7	2 UMMC
		29.57	32.96	37.36	9.1	43 UM Baltimore Wa
		26.68	29.15	37.16	9.2	22 Suburban
		28.52	30.04	36.08	4.2	35 UM Charles Regi
		24.68	26.45	35.84	4.7	17 Garrett
		25.94	27.93	34.87	3.8	48 Howard County
		25.28	27.78	33.78	22.8	11 St Agnes
		17.75	19.54	25.71	6.9	9 Johns Hopkins
		16.60	16.60	22.24	1.0	44 GBMC
RESPIRATORY THERAPY TECH. (CERT.)		29.59	32.56	40.30	278.5	
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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	45.10	47.13	55.86	1.4	3 PG Hospital
		40.00	44.09	51.62	0.5	51 Doctors
		28.87	28.87	37.97	0.9	29 JH Bayview
		31.15	31.15	37.37	1.0	60 Ft Washington
		29.38	29.38	36.50	0.3	48 Howard County
		22.50	23.62	30.73	18.7	22 Suburban
		23.00	23.69	30.52	2.8	13 Bon Secours
		18.08	19.59	26.28	14.6	18 Medstar Montgom
		15.53	17.98	25.19	14.2	37 UM Easton
		16.08	18.29	25.08	19.2	19 Peninsula
		16.93	18.67	24.85	23.4	5050 Shady Grove
		16.15	18.29	24.72	50.5	24 Medstar Union M
		14.76	17.27	24.18	29.1	38 UM Midtown
		13.19	14.45	24.11	11.4	27 Western Marylan
		17.07	18.12	24.09	77.5	9 Johns Hopkins
		17.38	18.63	23.92	17.5	33 Carroll Hospita
		16.91	18.68	23.81	9.0	32 Union of Cecil
		15.39	17.53	23.73	11.7	39 Calvert
		16.67	16.95	23.64	29.4	1 Meritus
		15.06	16.94	23.22	13.7	16 Washington Adv
		14.32	16.12	23.15	18.2	5 Frederick
		15.29	16.74	23.12	31.6	15 MedstarFranklin
		15.42	17.48	22.95	8.7	55 Laurel Regional
		13.83	15.88	22.75	10.3	10 UM Dorchester
		15.09	17.38	22.61	27.0	23 Anne Arundel
		16.91	18.50	22.58	3.9	87 Germantown Emg
		15.76	17.55	22.35	24.5	4 Holy Cross
		16.58	16.94	22.33	58.1	8 Mercy
		15.13	16.16	22.32	25.7	34 Medstar Harbor
		15.37	16.35	22.24	9.5	2001 UM Rehab&Ortho
		16.29	18.13	22.20	19.5	62 MedStar So. MD.
		15.27	16.49	22.11	32.7	44 GBMC
		13.42	16.18	22.08	76.4	2 UMMC
		14.49	15.86	21.89	32.5	2004 Medstar Good Sa
		14.89	16.31	21.82	64.0	12 Sinai
		14.27	15.44	21.48	13.6	63 UM St.Joseph
		12.45	15.03	21.43	4.5	88 Queen Annes Emg
		14.26	15.86	21.23	10.7	28 Medstar St Mary
		15.65	15.80	21.20	10.8	6 UCH-Harford
		15.68	15.86	21.11	20.1	49 UCH-UpperChesap
		13.62	15.18	19.85	29.5	11 St Agnes
		14.54	15.23	19.77	11.1	35 UM Charles Regi
		14.73	16.56	19.70	26.0	43 UM Baltimore Wa
		12.12	12.54	19.12	7.0	30 UM Chestertown
		14.80	15.82	18.94	25.5	40 Northwest
		10.74	11.97	18.15	2.5	45 McCready
SECURITY OFFICER		17.61	19.06	25.13	950.6	
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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	32.85	38.48	48.00	1.0	22 Suburban
		31.97	34.23	44.09	3.1	29 JH Bayview
		31.99	33.27	42.23	12.5	38 UM Midtown
		30.75	30.75	38.47	1.0	13 Bon Secours
		28.99	30.23	38.27	2.2	63 UM St.Joseph
		30.01	30.01	37.55	0.4	15 MedstarFranklin
		26.25	29.98	37.09	4.2	49 UCH-UpperChesap
		32.04	32.12	36.89	7.2	40 Northwest
		28.67	28.67	36.76	0.6	1 Meritus
		29.12	29.12	36.38	1.0	24 Medstar Union M
		28.37	28.86	35.60	2.5	3 PG Hospital
		27.70	27.70	35.25	1.0	18 Medstar Montgom
		28.98	28.98	34.98	1.0	8992 UM Shock Trauma
		22.83	22.94	34.88	3.0	27 Western Marylan
		24.39	24.39	34.37	7.8	5033 Levindale
		27.00	28.23	34.09	0.1	35 UM Charles Regi
		25.80	26.85	33.78	5.5	2004 Medstar Good Sa
		26.74	26.74	33.54	1.0	48 Howard County
		25.63	25.67	31.46	2.7	32 Union of Cecil
		24.90	24.90	31.44	4.5	6 UCH-Harford
		24.80	24.80	30.48	3.6	11 St Agnes
		22.69	22.69	30.12	0.1	45 McCready
		22.53	22.53	29.79	2.4	19 Peninsula
		23.17	23.28	29.49	9.1	12 Sinai
		21.12	22.99	28.73	4.4	23 Anne Arundel
		18.93	19.53	26.97	0.7	5 Frederick
		20.65	20.65	26.42	1.0	8 Mercy
		17.39	18.04	24.14	70.0	2 UMMC
		15.02	15.64	18.70	1.9	43 UM Baltimore Wa
SOCIAL WORKER (B.S.)		25.91	26.63	33.79	155.3	
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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	30.52	89.45	104.62	2.6	13 Bon Secours
		33.86	33.86	45.12	1.7	30 UM Chestertown
		34.97	39.16	45.02	9.0	62 MedStar So. MD.
		32.74	35.51	44.12	5.6	39 Calvert
		33.02	34.41	43.27	23.6	22 Suburban
		32.42	35.01	42.82	5.3	6 UCH-Harford
		37.31	37.33	42.63	3.0	40 Northwest
		31.65	33.36	42.02	18.9	1 Meritus
		32.69	34.32	41.99	4.1	49 UCH-UpperChesap
		35.10	35.10	41.66	1.0	8992 UM Shock Trauma
		23.59	30.70	40.83	1.2	17 Garrett
		33.12	33.24	40.82	7.9	48 Howard County
		32.09	32.65	40.73	3.9	18 Medstar Montgom
		30.48	33.06	40.19	5.6	55 Laurel Regional
		33.00	33.03	39.37	3.1	35 UM Charles Regi
		25.82	25.86	38.58	5.5	27 Western Marylan
		28.49	31.38	37.88	9.3	23 Anne Arundel
		31.17	31.17	37.84	14.3	4 Holy Cross
		30.37	30.75	37.72	39.4	12 Sinai
		29.16	29.82	37.33	10.4	5050 Shady Grove
		29.74	29.74	37.04	14.0	24 Medstar Union M
		27.10	29.30	36.84	90.0	9 Johns Hopkins
		30.50	30.50	36.78	3.5	51 Doctors
		27.32	27.76	36.70	49.3	29 JH Bayview
		27.78	29.23	36.70	14.5	15 MedstarFranklin
		30.21	30.39	36.67	11.0	11 St Agnes
		28.12	28.14	36.62	2.1	5 Frederick
		29.21	29.31	36.43	14.9	2004 Medstar Good Sa
		28.54	28.78	35.91	7.3	34 Medstar Harbor
		28.35	28.43	35.77	13.4	44 GBMC
		28.18	28.18	35.53	3.0	2001 UM Rehab&Ortho
		27.77	27.77	35.48	9.7	63 UM St. Joseph
		28.96	29.10	35.37	11.3	33 Carroll Hospita
		26.35	27.44	34.58	75.7	2 UMMC
		27.90	27.90	34.42	12.3	8 Mercy
		30.21	30.21	34.40	4.1	43 UM Baltimore Wa
		24.60	26.20	33.61	26.2	16 Washington Adv
		24.88	24.90	32.42	4.3	19 Peninsula
		23.85	23.85	31.84	2.2	10 UM Dorchester
		24.00	24.99	31.19	0.4	28 Medstar St Mary
		23.17	23.17	31.02	5.0	37 UM Easton
SOCIAL WORKER (M.S.W.)		29.47	31.82	39.51	549.4	
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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	44.73	49.55	60.88	9.9	22 Suburban		
		38.12	49.59	59.46	0.9	18 Medstar Montgom		
		37.52	45.96	54.89	4.2	15 MedstarFranklin		
		40.82	44.83	54.50	12.4	16 Washington Adv		
		33.08	45.37	54.42	9.2	48 Howard County		
		38.13	45.58	54.05	3.4	12 Sinai		
		43.80	45.33	53.08	4.5	23 Anne Arundel		
		34.67	43.34	52.46	12.5	5050 Shady Grove		
		41.18	43.99	52.37	18.1	24 Medstar Union M		
		39.81	44.62	52.20	4.8	51 Doctors		
		38.63	44.56	50.87	10.5	62 MedStar So. MD.		
		40.53	40.76	50.77	8.3	5 Frederick		
		39.50	43.10	50.69	6.3	33 Carroll Hospita		
		37.15	42.85	50.44	10.3	11 St Agnes		
		34.66	41.07	49.09	9.5	4 Holy Cross		
		34.89	40.09	49.00	2.4	13 Bon Secours		
		35.48	39.13	48.48	6.5	1 Meritus		
		34.77	43.26	48.46	11.6	43 UM Baltimore Wa		
		35.32	40.43	48.44	1.0	34 Medstar Harbor		
		40.74	41.10	48.26	3.4	35 UM Charles Regi		
		31.03	33.36	48.10	8.3	27 Western Marylan		
		34.94	39.60	47.96	14.4	49 UCH-UpperChesap		
		38.13	39.56	47.51	5.3	2004 Medstar Good Sa		
		33.09	39.06	47.48	40.6	2 UMMC		
		32.57	37.07	47.33	10.2	29 JH Bayview		
		31.98	38.34	47.14	46.4	9 Johns Hopkins		
		37.43	39.54	47.04	2.8	28 Medstar St Mary		
		34.62	37.74	46.80	15.9	63 UM St.Joseph		
		33.19	36.82	44.85	2.3	6 UCH-Harford		
		34.72	36.37	44.85	5.2	44 GBMC		
		33.44	37.61	44.52	6.0	32 Union of Cecil		
		35.40	38.87	44.32	9.5	40 Northwest		
		31.26	35.45	44.14	17.3	19 Peninsula		
		32.38	34.20	43.28	7.1	38 UM Midtown		
		33.31	33.76	42.89	4.5	37 UM Easton		
		SPECIAL PROCEDURES TECHNOLOGIST		36.31	40.91	49.46	345.3	
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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	53.22	53.22	61.58	0.1	60 Ft Washington
		41.18	41.48	58.40	4.1	27 Western Marylan
		45.36	46.91	57.81	2.0	22 Suburban
		41.34	46.30	56.16	0.3	16 Washington Adv
		44.26	45.85	56.00	1.8	63 UM St.Joseph
		42.21	43.95	53.22	1.1	18 Medstar Montgom
		45.31	46.50	52.98	1.5	62 MedStar So. MD.
		40.56	41.51	52.39	3.5	29 JH Bayview
		43.18	43.18	51.49	3.2	4 Holy Cross
		40.80	40.91	50.85	2.6	38 UM Midtown
		39.45	41.38	49.48	9.4	2004 Medstar Good Sa
		40.00	40.00	49.44	0.5	45 McCready
		40.36	41.09	49.08	1.3	55 Laurel Regional
		40.13	40.36	48.83	0.9	6 UCH-Harford
		35.78	36.39	48.08	5.1	5033 Levindale
		37.85	39.54	47.89	2.4	49 UCH-UpperChesap
		37.10	39.76	47.83	2.1	24 Medstar Union M
		37.33	38.31	47.57	4.8	1 Meritus
		39.52	39.68	47.41	2.9	8 Mercy
		41.63	41.63	47.36	2.0	40 Northwest
		41.40	40.24	47.31	2.7	35 UM Charles Regi
		37.66	38.31	46.04	10.1	12 Sinai
		36.60	36.73	45.13	11.6	2001 UM Rehab&Ortho
		36.53	37.97	45.06	4.6	23 Anne Arundel
		36.29	36.42	44.91	7.8	44 GBMC
		28.50	35.99	44.75	2.1	19 Peninsula
		33.73	35.90	43.95	3.8	15 MedstarFranklin
		35.99	36.12	43.65	1.1	3 PG Hospital
		35.04	35.13	43.12	7.9	2 UMMC
		31.45	34.24	42.48	8.6	9 Johns Hopkins
		34.64	34.85	41.93	2.8	28 Medstar St Mary
		29.07	33.34	41.66	1.8	39 Calvert
		33.10	33.42	41.02	6.5	48 Howard County
		31.86	31.86	40.77	1.6	37 UM Easton
33.28	33.28	39.87	5.7	11 St Agnes		
34.24	34.38	38.90	3.4	43 UM Baltimore Wa		
31.40	31.40	38.73	1.7	34 Medstar Harbor		
SPEECH LANGUAGE PATHOLOGIST/AUDIO.		38.04	39.12	47.65	135.2	

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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	53.82	56.57	77.55	19.3	27 Western Marylan
		55.72	63.11	74.42	7.6	6 UCH-Harford
		59.78	61.20	73.75	15.4	38 UM Midtown
		55.68	62.05	73.55	5.6	2001 UM Rehab&Ortho
		56.77	58.34	73.23	2.9	17 Garrett
		58.31	58.31	73.13	0.2	5033 Levindale
		57.47	63.41	72.74	10.2	32 Union of Cecil
		53.90	59.85	71.73	11.8	39 Calvert
		60.04	62.18	71.56	18.1	33 Carroll Hospita
		56.40	60.11	71.54	21.6	19 Peninsula
		56.64	59.65	71.48	23.8	44 GBMC
		59.52	59.52	71.32	22.5	1 Meritus
		56.76	60.14	71.19	22.3	49 UCH-UpperChesap
		57.03	60.41	70.65	7.4	61 Atlantic Genera
		58.52	60.32	69.96	24.0	2004 Medstar Good Sa
		56.15	60.34	69.78	21.5	11 St Agnes
		56.09	58.91	69.38	32.1	4 Holy Cross
		56.68	59.09	69.16	27.8	15 MedstarFranklin
		56.33	58.25	69.04	13.3	18 Medstar Montgom
		52.15	59.94	69.02	35.3	23 Anne Arundel
		52.78	56.17	68.04	20.3	5 Frederick
		56.48	58.50	67.98	25.6	24 Medstar Union M
		56.22	58.46	67.87	12.6	34 Medstar Harbor
		53.86	56.30	67.86	24.6	63 UM St.Joseph
		55.56	55.56	67.86	13.8	22 Suburban
		47.73	57.24	67.67	66.8	2 UMMC
		55.59	60.01	67.64	8.0	62 MedStar So. MD.
		56.47	57.97	67.58	27.2	8 Mercy
		51.94	51.94	67.17	2.4	30 UM Chestertown
		55.33	58.24	67.08	11.0	51 Doctors
		50.52	55.34	66.53	132.2	9 Johns Hopkins
		56.08	56.97	66.05	10.8	28 Medstar St Mary
		52.62	55.04	65.96	16.7	16 Washington Adv
		55.72	57.08	65.85	9.7	35 UM Charles Regi
		55.80	58.26	65.67	18.2	40 Northwest
		52.64	55.97	65.66	12.5	3 PG Hospital
		55.23	59.10	65.53	25.5	43 UM Baltimore Wa
		53.02	55.95	65.53	8.9	55 Laurel Regional
		53.84	53.84	65.42	12.7	37 UM Easton
		50.39	52.37	64.79	29.5	29 JH Bayview
		54.27	55.29	64.74	41.6	12 Sinai
		49.34	53.33	63.64	26.2	5050 Shady Grove
		52.07	53.13	63.11	20.5	48 Howard County
		53.66	54.44	62.92	3.7	60 Ft Washington
		49.73	49.73	61.38	1.0	10 UM Dorchester
		44.46	48.58	55.85	0.0	87 Germantown Emg
STAFF & CLINICAL PHARMACIST		54.68	57.53	68.25	924.8	
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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	33.06	36.92	44.54	6.3	3 PG Hospital
		28.17	34.26	42.71	1.3	39 Calvert
		19.70	32.12	40.93	5.6	38 UM Midtown
		30.31	32.91	40.90	7.1	44 GBMC
		30.18	30.99	40.39	4.5	29 JH Bayview
		29.25	32.67	40.39	9.8	2 UMMC
		30.89	31.67	39.64	3.3	18 Medstar Montgom
		30.18	31.17	39.51	6.8	22 Suburban
		27.08	32.22	38.69	5.6	11 St Agnes
		27.34	33.93	38.41	4.8	43 UM Baltimore Wa
		26.55	29.47	38.12	5.1	5 Frederick
		28.29	30.80	38.09	6.8	48 Howard County
		28.56	31.15	37.45	8.4	32 Union of Cecil
		26.56	29.38	37.40	5.2	19 Peninsula
		29.21	30.45	36.86	6.3	23 Anne Arundel
		29.32	31.22	36.40	8.9	62 MedStar So. MD.
		23.76	27.81	36.22	1.9	37 UM Easton
		27.04	29.27	36.00	5.5	55 Laurel Regional
		26.90	28.24	35.89	5.3	16 Washington Adv
		21.83	23.71	35.86	6.9	27 Western Marylan
		24.50	28.13	35.47	3.8	2001 UM Rehab&Ortho
		25.03	27.44	35.11	6.0	63 UM St. Joseph
		25.64	27.88	34.80	8.2	6 UCH-Harford
		27.36	27.89	34.71	8.4	49 UCH-UpperChesap
		23.11	25.80	34.06	4.3	10 UM Dorchester
		26.24	28.51	32.91	4.5	40 Northwest
		24.23	25.06	32.73	4.3	1 Meritus
		25.95	26.41	32.43	11.4	33 Carroll Hospita
		23.90	25.71	31.62	8.5	4 Holy Cross
		16.86	22.32	31.04	0.1	30 UM Chestertown
		23.53	24.91	30.42	8.8	35 UM Charles Regi
STATIONARY ENGINEER LICENSED		26.47	29.37	36.76	183.5	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
SURGICAL TECH.	46	31.35	36.76	46.57	0.9	10 UM Dorchester
		30.30	36.67	45.35	21.0	16 Washington Adv
		29.86	33.27	40.49	15.1	3 PG Hospital
		23.95	33.67	40.13	7.2	60 Ft Washington
		30.87	31.19	39.60	0.5	45 McCready
		26.85	30.35	38.55	23.1	22 Suburban
		27.95	30.61	38.22	32.0	5050 Shady Grove
		24.96	30.77	36.94	20.3	8992 UM Shock Trauma
		22.86	28.39	36.72	13.6	38 UM Midtown
		27.01	29.84	36.07	20.4	51 Doctors
		25.92	28.45	35.85	38.2	15 MedstarFranklin
		27.37	29.35	35.76	31.2	4 Holy Cross
		25.89	28.87	35.55	9.1	55 Laurel Regional
		23.04	28.43	35.43	13.0	48 Howard County
		27.27	30.25	35.35	11.2	62 MedStar So. MD.
		24.91	27.47	35.14	25.2	63 UM St.Joseph
		24.38	26.90	33.99	23.4	24 Medstar Union M
		23.88	25.57	33.74	39.3	5 Frederick
		24.58	24.96	33.50	13.4	29 JH Bayview
		23.14	26.03	33.40	6.9	18 Medstar Montgom
		22.69	25.21	33.31	17.1	37 UM Easton
		23.74	25.54	33.26	19.3	1 Meritus
		22.58	25.55	32.83	11.7	39 Calvert
		23.18	25.52	32.54	76.3	9 Johns Hopkins
		21.54	26.60	32.47	10.7	32 Union of Cecil
		22.88	25.52	32.40	24.0	34 Medstar Harbor
		24.94	25.58	32.11	21.7	49 UCH-UpperChesap
		23.19	25.64	31.90	6.7	28 Medstar St Mary
		22.46	25.26	31.67	36.7	12 Sinai
		24.69	25.68	31.66	45.6	23 Anne Arundel
		19.04	20.39	31.64	23.6	27 Western Marylan
		22.28	22.73	31.55	7.6	30 UM Chestertown
		24.78	27.08	31.34	15.2	40 Northwest
		23.50	27.02	30.97	30.2	43 UM Baltimore Wa
		19.84	23.54	30.91	35.6	19 Peninsula
		23.59	24.57	30.75	54.4	8 Mercy
		22.97	25.01	30.71	53.0	11 St Agnes
		22.47	23.87	30.55	15.7	2004 Medstar Good Sa
		22.88	23.09	29.81	6.8	2001 UM Rehab&Ortho
		21.82	23.37	29.72	2.0	6 UCH-Harford
		18.69	23.06	29.66	9.5	61 Atlantic Genera
		18.67	22.73	29.36	106.7	2 UMMC
		22.62	23.49	29.24	14.2	33 Carroll Hospita
		21.47	22.51	29.00	49.3	44 GBMC
		16.28	18.40	26.40	4.0	17 Garrett
		16.30	16.30	25.12	1.0	5033 Levindale
		19.03	19.95	24.97	8.0	35 UM Charles Regi
SURGICAL TECH.		23.71	26.40	33.45	1,071.7	
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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	25.09	25.09	29.87	0.0	87 Germantown Emg
		16.08	20.26	26.65	6.5	13 Bon Secours
		20.41	21.65	26.02	10.4	62 MedStar So. MD.
		15.87	17.70	25.22	8.5	29 JH Bayview
		16.20	17.30	23.75	9.2	18 Medstar Montgom
		16.66	16.90	23.58	6.6	1 Meritus
		15.71	17.37	23.46	8.0	22 Suburban
		13.27	14.60	23.17	1.1	5033 Levindale
		12.74	13.63	23.06	11.9	27 Western Marylan
		14.24	16.40	22.61	6.1	16 Washington Adv
		14.86	15.83	22.54	10.5	38 UM Midtown
		16.20	16.50	22.24	1.0	9 Johns Hopkins
		14.97	16.23	22.13	9.4	5050 Shady Grove
		11.99	15.74	21.59	9.0	2 UMMC
		13.46	14.67	21.53	9.9	5 Frederick
		13.82	15.38	21.48	8.9	34 Medstar Harbor
		12.26	15.23	21.43	6.3	24 Medstar Union M
		13.66	15.40	21.32	6.7	39 Calvert
		15.42	16.60	21.27	8.7	4 Holy Cross
		16.12	16.13	21.18	7.5	33 Carroll Hospita
		15.51	15.68	21.07	6.0	6 UCH-Harford
		14.33	15.35	20.78	7.4	48 Howard County
		14.53	15.30	20.75	7.6	44 GBMC
		14.42	15.50	20.75	5.6	55 Laurel Regional
		12.58	13.61	20.29	7.3	37 UM Easton
		13.56	14.97	20.20	10.7	3 PG Hospital
		12.58	13.61	20.15	2.3	10 UM Dorchester
		13.27	14.60	19.93	7.5	12 Sinai
		12.22	14.84	19.84	14.0	23 Anne Arundel
		13.35	14.39	19.63	4.1	28 Medstar St Mary
		14.02	14.99	19.50	9.4	35 UM Charles Regi
		12.23	13.16	19.38	10.6	19 Peninsula
		14.04	14.67	19.29	10.8	11 St Agnes
		12.53	13.34	19.18	7.4	2004 Medstar Good Sa
		13.52	14.18	18.90	5.7	32 Union of Cecil
		13.84	14.01	18.78	4.0	51 Doctors
		11.71	12.26	18.77	2.8	30 UM Chestertown
		12.24	12.99	18.70	3.5	63 UM St.Joseph
		13.00	13.03	18.02	14.1	8 Mercy
		12.72	13.45	17.94	5.1	60 Ft Washington
		13.39	14.70	17.68	14.2	43 UM Baltimore Wa
		13.27	14.60	17.59	5.0	40 Northwest
		12.23	12.54	17.36	7.0	49 UCH-UpperChesap
		10.52	11.15	17.24	2.3	45 McCready
TELEPHONE OPERATOR		14.20	15.35	21.04	320.6	
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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
TOTAL	77	30.78	33.71	42.46	1,322.9	22 Suburban
		27.93	33.95	42.08	504.6	13 Bon Secours
		31.38	33.28	40.81	1,733.7	49 UCH-UpperChesap
		30.01	32.40	40.73	1,511.6	63 UM St.Joseph
		29.79	32.46	40.64	1,158.7	16 Washington Adv
		29.36	33.77	40.21	615.2	8992 UM Shock Trauma
		30.08	32.10	39.58	1,802.6	24 Medstar Union M
		29.16	31.35	39.29	807.8	18 Medstar Montgom
		28.59	31.28	39.01	594.0	2001 UM Rehab&Ortho
		28.86	31.31	39.00	1,666.7	5050 Shady Grove
		28.34	29.38	38.56	3,000.4	29 JH Bayview
		27.09	29.96	38.49	1,068.7	38 UM Midtown
		28.08	30.87	38.47	2,729.2	15 MedstarFranklin
		29.05	31.73	38.26	2,479.0	23 Anne Arundel
		28.07	30.86	38.15	1,448.8	48 Howard County
		28.93	30.82	38.10	1,034.6	34 Medstar Harbor
		27.11	30.19	38.09	738.8	39 Calvert
		28.54	30.40	38.03	2,147.1	44 GBMC
		28.33	30.33	37.53	1,860.5	2004 Medstar Good Sa
		26.84	29.98	37.40	6,184.7	2 UMMC
		26.93	29.66	37.25	10,482.3	9 Johns Hopkins
		27.49	31.75	37.24	59.3	87 Germantown Emg
		28.47	30.23	37.15	3,166.7	12 Sinai
		26.76	28.59	37.13	1,724.2	5 Frederick
		28.04	30.81	37.13	1,147.2	51 Doctors
		27.89	30.05	36.92	1,374.0	3 PG Hospital
		27.34	29.98	36.78	661.9	55 Laurel Regional
		29.08	30.39	36.78	1,331.0	33 Carroll Hospita
		27.73	30.52	36.68	271.9	60 Ft Washington
		28.22	30.08	36.59	2,450.8	4 Holy Cross
		23.11	24.04	36.27	1,565.2	27 Western Marylan
		27.44	27.94	35.95	1,685.4	1 Meritus
		26.43	29.46	35.89	59.3	333 Bowie Emg Ctr
		27.70	28.79	35.82	665.9	6 UCH-Harford
		25.39	26.17	35.73	313.5	30 UM Chestertown
		25.42	27.81	35.66	1,955.1	19 Peninsula
		24.45	25.47	35.61	489.3	5033 Levindale
		25.14	27.59	35.40	36.4	88 Queen Annes Emg
		26.91	28.85	35.39	852.7	28 Medstar St Mary
		26.97	29.12	35.24	856.0	32 Union of Cecil
		26.64	30.01	35.09	1,348.9	62 MedStar So. MD.
		28.17	30.48	35.09	1,307.4	40 Northwest
		26.46	28.58	34.66	2,066.2	11 St Agnes
		24.87	26.33	34.56	1,009.3	37 UM Easton
		24.23	25.72	33.97	313.9	10 UM Dorchester
		26.03	27.73	33.53	717.0	35 UM Charles Regi
		26.50	26.83	33.24	2,613.6	8 Mercy
		25.86	28.54	32.60	2,079.1	43 UM Baltimore Wa
		24.09	25.70	32.56	530.2	61 Atlantic Genera
		20.55	21.94	30.55	295.6	17 Garrett
		20.57	21.17	28.43	105.6	45 McCready
TOTAL		27.20	29.42	36.78	77,944.7	

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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	41.05	62.07	70.78	1.5	87 Germantown Emg
		41.27	51.91	62.02	6.7	18 Medstar Montgom
		40.80	46.31	56.37	5.0	39 Calvert
		37.29	46.25	56.14	15.3	19 Peninsula
		35.02	45.00	54.52	1.2	13 Bon Secours
		40.33	44.71	53.99	7.0	5050 Shady Grove
		42.88	44.96	52.68	7.8	23 Anne Arundel
		39.83	42.18	52.31	3.5	22 Suburban
		35.65	40.43	50.41	19.2	5 Frederick
		37.42	40.96	50.17	4.7	16 Washington Adv
		38.85	43.79	50.04	11.8	62 MedStar So. MD.
		38.21	41.83	49.09	4.2	60 Ft Washington
		36.58	40.36	48.30	19.1	12 Sinai
		36.85	39.42	47.22	14.7	4 Holy Cross
		36.34	39.04	46.95	12.0	2004 Medstar Good Sa
		35.88	37.93	46.16	13.7	15 MedstarFranklin
		35.53	40.94	45.96	15.7	43 UM Baltimore Wa
		34.38	36.17	45.50	3.9	38 UM Midtown
		33.68	36.55	45.06	15.5	44 GBMC
		34.79	36.87	44.62	10.1	34 Medstar Harbor
		32.58	34.94	44.50	2.7	10 UM Dorchester
		33.78	35.72	44.50	6.8	63 UM St.Joseph
		33.66	36.35	44.15	11.5	24 Medstar Union M
		33.32	36.67	43.92	7.2	28 Medstar St Mary
		34.53	36.96	43.84	13.7	51 Doctors
		34.05	36.04	43.49	2.3	55 Laurel Regional
		33.07	34.67	43.48	9.3	1 Meritus
		30.96	33.63	43.40	10.5	29 JH Bayview
		33.51	36.54	43.35	7.8	32 Union of Cecil
		28.05	29.44	43.13	13.4	27 Western Marylan
		34.22	34.71	42.47	15.4	48 Howard County
		32.11	34.89	42.28	7.5	3 PG Hospital
		28.74	33.12	42.18	5.5	37 UM Easton
		33.87	34.43	42.12	18.5	49 UCH-UpperChesap
		30.51	31.21	41.88	2.0	30 UM Chestertown
		30.36	33.87	41.52	11.3	61 Atlantic Genera
		33.00	34.70	41.43	30.4	11 St Agnes
		33.95	34.40	41.17	4.7	33 Carroll Hospita
		29.59	32.93	40.67	41.2	2 UMMC
		26.75	30.53	40.62	2.0	17 Garrett
		29.79	32.34	40.31	56.8	9 Johns Hopkins
		32.89	33.16	40.22	14.2	8 Mercy
		31.78	34.06	39.02	5.5	40 Northwest
		30.47	31.39	38.74	10.4	6 UCH-Harford
		30.79	32.42	38.70	9.4	35 UM Charles Regi
		28.39	28.39	36.48	0.7	45 McCready
ULTRASOUND TECHNOLOGIST		34.29	37.72	46.00	513.1	
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Health Services Cost Review Commission
 Year 2014 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2014)
 Listed by Jobtitle, pay rate (Run date: 17NOV14)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
UNIT CLERK/SECRETARY	50	18.29	19.57	26.17	33.9	16 Washington Adv
		17.73	19.11	25.75	23.3	18 Medstar Montgom
		16.54	16.60	25.47	6.2	5033 Levindale
		18.47	19.02	24.81	13.2	12 Sinai
		16.88	19.00	24.80	9.5	6 UCH-Harford
		17.66	18.37	24.63	21.0	22 Suburban
		17.19	17.53	24.29	51.0	1 Meritus
		15.91	17.10	24.13	7.2	10 UM Dorchester
		13.48	14.26	23.87	38.1	27 Western Marylan
		15.21	16.68	23.78	41.8	5 Frederick
		16.51	17.89	23.43	69.6	3 PG Hospital
		16.84	18.16	23.31	40.5	51 Doctors
		14.25	16.51	23.31	27.7	38 UM Midtown
		16.50	17.94	23.23	39.4	23 Anne Arundel
		16.12	17.52	23.21	47.9	48 Howard County
		15.41	17.09	23.08	79.3	5050 Shady Grove
		14.68	16.65	23.02	89.5	15 MedstarFranklin
		17.32	18.88	23.00	3.7	87 Germantown Emg
		14.98	16.60	22.79	29.0	34 Medstar Harbor
		16.36	17.32	22.77	29.9	55 Laurel Regional
		14.40	15.75	22.69	17.2	37 UM Easton
		13.58	16.60	22.53	15.7	2001 UM Rehab&Ortho
		14.49	16.39	22.31	119.1	2 UMMC
		14.72	16.02	22.28	59.1	24 Medstar Union M
		15.94	16.91	22.00	2.9	333 Bowie Emg Ctr
		13.59	16.07	21.92	10.6	13 Bon Secours
		14.51	15.68	21.71	46.7	2004 Medstar Good Sa
		15.37	16.85	21.67	11.5	60 Ft Washington
		14.29	14.58	21.65	63.5	29 JH Bayview
		14.74	15.51	21.56	27.7	63 UM St.Joseph
		15.89	16.24	21.56	168.7	8 Mercy
		13.25	16.64	21.52	37.7	8992 UM Shock Trauma
		13.83	15.58	21.45	9.9	61 Atlantic Genera
		15.20	16.37	21.44	31.7	33 Carroll Hospita
		13.26	14.97	21.39	63.9	19 Peninsula
		15.80	16.57	21.23	52.9	4 Holy Cross
		14.73	16.05	20.93	30.2	32 Union of Cecil
		13.73	14.02	20.92	7.5	30 UM Chestertown
		14.28	15.56	20.91	21.6	28 Medstar St Mary
		13.27	15.04	20.91	15.9	39 Calvert
		14.73	15.63	20.85	35.1	49 UCH-UpperChesap
		14.45	15.13	20.56	51.8	44 GBMC
		12.92	13.35	20.49	8.7	17 Garrett
		14.31	15.77	19.64	62.4	62 MedStar So. MD.
		13.86	15.94	19.03	50.0	43 UM Baltimore Wa
		12.89	14.37	18.95	72.5	11 St Agnes
		10.36	13.26	18.55	7.3	9 Johns Hopkins
		14.47	15.42	18.50	38.2	40 Northwest
		12.34	12.86	17.15	19.9	35 UM Charles Regi
UNIT CLERK/SECRETARY		15.01	16.34	22.15	1,861.4	
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Health Services Cost Review Commission
 Year 2014 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2014)
 Listed by Jobtitle, pay rate (Run date: 17NOV14)

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	61.69	59.96	68.44	0.1	87 Germantown Emg
		42.28	42.81	53.04	25.5	22 Suburban
		41.14	41.37	52.23	35.7	29 JH Bayview
		40.11	42.70	52.09	15.1	44 GBMC
		39.23	41.29	50.68	8.6	39 Calvert
		39.15	39.83	49.63	24.3	38 UM Midtown
		40.50	40.53	49.32	31.3	5050 Shady Grove
		37.87	40.02	49.07	114.5	9 Johns Hopkins
		40.25	40.38	48.49	26.9	24 Medstar Union M
		39.46	39.46	48.19	13.5	2001 UM Rehab&Ortho
		39.08	39.19	48.18	25.1	16 Washington Adv
		39.49	40.88	48.09	9.0	32 Union of Cecil
		36.17	36.17	47.93	2.0	30 UM Chestertown
		36.19	36.19	47.85	9.7	5033 Levindale
		38.41	38.55	47.72	21.4	63 UM St.Joseph
		38.03	39.06	47.48	67.1	2 UMMC
		38.87	39.09	47.38	15.5	48 Howard County
		38.99	39.46	47.28	15.3	55 Laurel Regional
		38.97	39.34	47.27	29.8	2004 Medstar Good Sa
		39.37	39.37	47.15	30.3	4 Holy Cross
		37.61	39.88	47.15	36.9	23 Anne Arundel
		38.31	38.31	46.98	6.4	18 Medstar Montgom
		39.06	39.06	46.98	18.7	34 Medstar Harbor
		38.71	39.02	46.83	32.2	12 Sinai
		35.80	38.15	46.81	13.6	13 Bon Secours
		36.11	37.81	46.76	37.1	19 Peninsula
		39.04	39.72	46.70	6.5	8992 UM Shock Trauma
		38.29	38.32	46.58	40.6	15 MedstarFranklin
		31.70	32.08	46.48	28.3	27 Western Marylan
		40.34	40.36	45.96	17.0	40 Northwest
		36.22	37.34	45.43	19.5	6 UCH-Harford
		37.24	37.70	45.40	23.2	3 PG Hospital
		36.92	37.25	45.31	24.4	49 UCH-UpperChesap
		37.51	37.51	44.78	0.4	333 Bowie Emg Ctr
		37.36	37.48	44.31	4.9	60 Ft Washington
		35.99	36.06	43.93	5.9	61 Atlantic Genera
		36.60	36.88	43.88	23.4	33 Carroll Hospita
		35.00	35.00	43.86	1.0	45 McCready
		33.28	33.28	43.85	1.8	17 Garrett
		35.66	36.83	43.70	12.7	51 Doctors
		33.45	33.47	42.59	44.1	5 Frederick
		33.96	35.14	42.25	14.8	28 Medstar St Mary
		32.76	32.96	42.24	8.7	10 UM Dorchester
		37.30	37.39	42.14	29.2	43 UM Baltimore Wa
		35.52	35.46	42.04	17.4	35 UM Charles Regi
		33.03	36.00	41.59	21.9	62 MedStar So. MD.
		33.80	33.87	40.52	29.5	11 St Agnes
		31.28	31.74	40.20	30.6	1 Meritus
		28.53	28.72	37.25	22.1	37 UM Easton
		29.33	29.33	36.00	31.4	8 Mercy
UTILIZ.REVIEW/QUAL.ASSUR.SPEC./CASE		37.42	37.95	46.32	1,124.5	
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