

Health Services Cost Review Commission
 Year 2015 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2015)
 Listed by Jobtitle, pay rate (Run date: 23NOV15)

Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ACCOUNTANT/FINANCIAL ANALYST	53	34.31	34.32	53.35	3.0	64 Levindale
		43.26	43.26	53.24	10.3	22 Suburban
		39.83	40.87	48.47	14.4	23 Anne Arundel
		34.57	34.57	47.21	3.5	27 Western Marylan
		37.65	37.65	46.95	8.2	48 Howard County
		37.04	37.21	45.88	11.5	16 Washington Adv
		37.83	37.83	45.68	6.9	6 UCH-Harford
		37.20	37.20	45.63	7.8	3 PG Hospital
		37.11	37.11	45.37	2.9	55 Laurel Regional
		36.53	36.69	45.17	19.9	5050 Shady Grove
		37.08	37.08	44.96	7.9	49 UCH-UpperChesap
		37.17	37.17	44.95	11.6	4 Holy Cross
		37.63	37.78	43.64	0.5	87 Germantown Emg
		35.47	35.47	43.28	12.0	44 GBMC
		34.83	35.15	43.06	13.5	12 Sinai
		32.63	32.63	42.74	1.7	30 UM Chestertown
		32.79	32.79	42.44	5.9	37 UM Easton
		35.10	35.13	42.33	6.2	40 Northwest
		33.62	33.63	42.05	7.7	34 Medstar Harbor
		32.81	32.81	42.03	7.1	38 UM Midtown
		32.31	32.31	41.79	0.2	88 Queen Annes Emg
		32.42	32.42	41.74	8.0	29 JH Bayview
		32.86	32.86	41.37	1.7	10 UM Dorchester
		32.41	32.41	41.17	3.4	61 Atlantic Genera
		32.83	32.83	40.77	3.1	2001 UM Rehab&Ortho
		32.41	32.41	40.57	71.6	2 UMMC
		32.35	32.37	40.42	9.0	2004 Medstar Good Sa
		32.95	32.96	40.12	15.0	63 UM St. Joseph
		32.19	32.19	40.07	9.9	19 Peninsula
		33.85	33.85	39.91	3.0	62 Medstar Souther
		32.13	32.15	39.86	7.9	24 Medstar Union M
		33.78	33.78	39.80	3.0	33 Carroll Hospita
		32.71	32.71	39.80	8.0	8 Mercy
		32.26	32.26	39.60	5.3	18 Medstar Montgom
		31.56	31.56	39.37	44.4	9 Johns Hopkins
		32.76	32.76	38.97	3.6	35 UM Charles Regi
		29.55	29.56	38.80	13.5	1 Meritus
		31.02	31.04	38.33	8.8	15 Medstar Frankli
		31.88	31.88	38.29	1.0	51 Doctors
		31.03	31.03	38.16	5.1	28 Medstar St Mary
		29.31	29.31	37.17	5.1	39 Calvert
		30.88	30.88	36.86	1.0	60 Ft Washington
		32.76	32.77	36.78	9.8	43 UM Baltimore Wa
		30.19	30.19	36.68	4.0	32 Union of Cecil
		27.42	27.42	33.92	7.5	11 St Agnes
		24.04	24.04	31.40	2.0	45 McCready
		22.59	22.66	31.19	14.3	5 Frederick
		20.67	20.77	28.88	2.0	17 Garrett
ACCOUNTANT/FINANCIAL ANALYST		33.07	33.12	41.25	433.6	
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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	18.24	18.28	34.49	11.2	64 Levindale
		23.24	23.42	32.79	0.1	88 Queen Annes Emg
		24.37	24.37	31.25	27.0	22 Suburban
		23.13	24.69	30.87	1.2	333 Bowie Emg Ctr
		22.11	23.42	29.45	13.2	23 Anne Arundel
		21.93	22.28	28.74	33.8	18 Medstar Montgom
		20.57	21.74	28.67	125.0	2 UMMC
		21.05	21.50	28.24	24.1	5050 Shady Grove
		22.10	23.29	28.10	2.1	8992 UM Shock Trauma
		21.70	21.81	27.85	48.2	44 GBMC
		20.39	20.55	27.68	33.6	48 Howard County
		19.70	20.14	27.47	33.1	34 Medstar Harbor
		20.45	20.94	27.41	10.0	2001 UM Rehab&Ortho
		21.23	21.27	26.92	20.2	32 Union of Cecil
		20.33	20.62	26.84	55.8	12 Sinai
		20.10	20.24	26.73	4.8	13 Bon Secours
		18.01	21.46	26.66	7.6	60 Ft Washington
		19.67	19.89	26.53	21.5	16 Washington Adv
		18.35	18.50	26.52	33.6	5 Frederick
		19.87	20.95	26.32	21.6	51 Doctors
		18.43	18.52	26.20	21.9	1 Meritus
		18.82	19.78	26.11	77.4	15 Medstar Frankli
		18.18	18.94	26.06	32.2	38 UM Midtown
		19.69	19.71	25.98	127.1	9 Johns Hopkins
		19.40	19.88	25.89	18.2	40 Northwest
		18.61	19.23	25.89	84.1	24 Medstar Union M
		18.48	18.95	25.84	56.5	2004 Medstar Good Sa
		19.31	19.89	25.66	45.9	8 Mercy
		19.29	19.61	25.32	56.8	11 St Agnes
		16.85	17.20	25.26	27.3	37 UM Easton
		18.99	19.11	25.19	21.2	28 Medstar St Mary
		19.24	19.26	25.19	9.4	6 UCH-Harford
		18.65	18.66	25.13	2.0	3 PG Hospital
		19.31	19.56	25.05	25.5	4 Holy Cross
		17.39	17.39	24.69	74.9	29 JH Bayview
		16.20	16.22	24.68	34.9	27 Western Marylan
		18.12	18.23	24.59	12.7	39 Calvert
		19.58	19.71	24.57	13.4	35 UM Charles Regi
		16.90	16.92	24.48	3.9	30 UM Chestertown
		20.16	20.16	24.35	0.6	87 Germantown Emg
		19.16	19.54	24.30	18.9	33 Carroll Hospita
		17.84	18.07	24.27	2.7	55 Laurel Regional
		19.29	19.33	24.11	9.4	62 Medstar Souther
		17.68	18.07	23.37	1.4	65 Holy Cross Germ
		16.88	17.57	23.32	104.2	63 UM St. Joseph
		16.17	16.32	23.21	4.9	10 UM Dorchester
		17.30	17.48	23.11	64.0	49 UCH-UpperChesap
		19.03	19.53	22.85	42.5	43 UM Baltimore Wa
		14.74	14.91	22.10	5.2	61 Atlantic Genera
		15.06	15.31	21.35	35.3	19 Peninsula
		11.07	11.32	18.14	1.5	17 Garrett
ADMINISTRATIVE ASST.		19.07	19.49	26.00	1,563.3	

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C.T. TECHNOLOGIST	57	45.24	46.12	56.23	3.5	39 Calvert
		38.79	47.10	53.83	4.9	87 Germantown Emg
		39.10	43.68	52.97	10.8	5050 Shady Grove
		38.65	42.33	52.15	4.3	22 Suburban
		39.72	41.98	50.18	6.0	18 Medstar Montgom
		36.36	41.28	49.72	7.6	24 Medstar Union M
		38.94	42.03	49.62	8.8	32 Union of Cecil
		37.86	39.03	49.61	11.3	1 Meritus
		33.59	35.85	48.78	7.5	27 Western Marylan
		35.17	40.15	47.68	9.0	23 Anne Arundel
		36.49	40.76	47.42	9.8	62 Medstar Souther
		36.28	38.77	47.38	8.2	2004 Medstar Good Sa
		38.83	39.29	47.29	6.8	6 UCH-Harford
		36.02	38.89	47.15	7.3	44 GBMC
		37.02	38.71	47.03	9.8	12 Sinai
		34.17	38.15	46.96	23.9	2 UMMC
		33.45	38.78	46.73	8.4	15 Medstar Frankli
		34.14	37.89	46.63	7.9	16 Washington Adv
		33.82	38.13	46.03	4.7	65 Holy Cross Germ
		33.91	35.96	45.76	11.5	29 JH Bayview
		36.54	38.76	45.40	4.3	60 Ft Washington
		32.55	35.33	44.93	5.8	38 UM Midtown
		34.61	35.71	44.77	13.0	48 Howard County
		33.71	37.01	44.77	10.2	4 Holy Cross
		35.87	36.62	44.45	14.0	49 UCH-UpperChesap
		32.29	36.04	44.44	31.1	9 Johns Hopkins
		35.79	36.92	44.38	9.6	11 St Agnes
		32.29	36.05	44.35	13.3	19 Peninsula
		36.73	36.75	44.26	7.4	8 Mercy
		32.50	35.55	44.13	6.3	34 Medstar Harbor
		31.61	34.19	44.12	10.1	5 Frederick
		34.60	36.52	43.38	6.8	51 Doctors
		33.63	35.82	43.08	7.9	40 Northwest
		34.93	38.32	42.63	10.8	43 UM Baltimore Wa
		31.25	33.24	42.07	12.9	61 Atlantic Genera
		34.21	34.58	40.67	7.2	33 Carroll Hospita
		31.67	33.58	39.87	6.6	35 UM Charles Regi
		27.91	27.91	35.61	1.0	45 McCreedy
		25.30	25.30	34.02	1.0	17 Garrett
		C.T. TECHNOLOGIST		35.01	37.67	45.91

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DIETARY AIDE I	10	12.67	12.67	27.90	30.4	64 Levindale
		14.58	14.71	21.65	64.5	29 JH Bayview
		12.67	13.45	20.85	43.1	5 Frederick
		13.72	14.74	20.58	13.7	55 Laurel Regional
		13.14	14.18	20.58	26.2	38 UM Midtown
		12.44	12.86	20.57	58.6	27 Western Marylan
		13.62	13.93	20.40	0.9	2004 Medstar Good Sa
		14.59	15.31	20.26	44.7	4 Holy Cross
		13.19	13.27	20.20	34.2	1 Meritus
		13.10	14.20	20.17	30.0	16 Washington Adv
		12.30	13.72	19.98	33.2	48 Howard County
		13.76	14.24	19.89	4.0	2001 UM Rehab&Ortho
		14.45	14.94	19.83	4.5	65 Holy Cross Germ
		13.85	14.98	19.77	33.6	51 Doctors
		12.31	13.01	19.57	9.2	10 UM Dorchester
		12.76	13.56	19.50	26.7	3 PG Hospital
		11.16	11.94	19.47	27.2	37 UM Easton
		13.29	14.11	19.29	69.6	23 Anne Arundel
		12.50	13.32	19.12	39.6	5050 Shady Grove
		12.71	13.24	18.89	29.8	18 Medstar Montgom
		11.61	12.80	18.70	66.8	2 UMMC
		12.62	13.15	18.64	32.0	40 Northwest
		12.01	12.76	18.29	16.9	28 Medstar St Mary
		12.77	13.29	18.23	21.2	44 GBMC
		12.64	12.80	18.17	109.0	9 Johns Hopkins
		12.34	13.08	18.15	50.1	8 Mercy
		12.26	12.72	18.01	79.8	12 Sinai
		12.49	12.93	17.94	16.8	22 Suburban
		11.30	12.11	17.66	14.9	39 Calvert
		10.93	10.93	17.52	8.0	30 UM Chestertown
		12.17	12.15	17.33	12.9	6 UCH-Harford
		12.14	12.40	17.23	14.1	32 Union of Cecil
		12.87	13.03	17.20	25.0	33 Carroll Hospita
		9.66	10.24	17.01	7.1	61 Atlantic Genera
		10.55	10.78	16.99	0.7	45 McCready
		10.01	10.18	16.85	8.0	17 Garrett
		11.64	11.75	16.71	26.5	49 UCH-UpperChesap
		11.97	13.23	16.21	47.1	43 UM Baltimore Wa
		11.89	12.08	16.16	19.6	35 UM Charles Regi
		11.61	11.61	15.97	5.1	60 Ft Washington
		11.38	11.64	15.73	16.4	62 Medstar Souther
		9.83	10.23	15.71	36.7	19 Peninsula
DIETARY AIDE I		12.37	12.91	18.78	1,258.2	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
E.K.G./CARDIOLOGY TECH.	7	41.57	44.64	54.03	4.2	5050 Shady Grove
		35.25	39.71	48.40	7.6	3 PG Hospital
		36.10	37.96	46.98	1.7	39 Calvert
		34.22	36.79	45.01	5.0	55 Laurel Regional
		32.10	35.22	44.22	3.7	48 Howard County
		34.71	34.85	43.54	1.4	10 UM Dorchester
		30.17	32.71	40.96	6.1	22 Suburban
		29.32	30.21	38.61	2.9	13 Bon Secours
		25.28	27.75	36.45	10.8	29 JH Bayview
		27.65	30.46	36.19	4.9	33 Carroll Hospita
		26.16	27.15	33.67	5.7	8 Mercy
		24.43	27.16	33.52	14.1	23 Anne Arundel
		21.46	25.87	33.21	7.6	16 Washington Adv
		20.12	26.23	32.12	1.0	51 Doctors
		24.16	24.60	30.98	5.3	40 Northwest
		22.19	23.70	30.27	8.1	12 Sinai
		22.25	22.38	28.57	10.4	49 UCH-UpperChesap
		24.30	24.85	28.45	7.4	43 UM Baltimore Wa
		20.62	20.62	26.92	1.5	18 Medstar Montgom
		21.20	21.82	26.90	2.6	35 UM Charles Regi
		17.21	17.87	26.72	7.2	27 Western Marylan
		18.91	18.97	25.58	7.0	2 UMMC
		18.81	18.81	24.96	2.4	9 Johns Hopkins
		18.85	19.06	24.74	2.8	44 GBMC
		14.75	18.34	24.55	5.6	15 Medstar Frankli
		18.57	18.76	24.39	8.4	11 St Agnes
		16.66	16.83	24.36	2.1	30 UM Chestertown
		15.77	16.14	23.87	3.0	5 Frederick
		16.10	16.15	23.49	2.4	1 Meritus
		14.69	15.31	23.16	3.1	37 UM Easton
		16.03	16.13	23.15	1.0	34 Medstar Harbor
		15.69	16.64	22.82	3.9	19 Peninsula
		15.72	16.09	22.73	5.6	2004 Medstar Good Sa
		16.18	17.37	22.58	8.4	4 Holy Cross
		15.00	17.25	22.44	1.3	65 Holy Cross Germ
		14.88	15.15	22.36	1.0	61 Atlantic Genera
		15.27	15.33	21.90	2.0	38 UM Midtown
		15.88	16.13	21.74	3.3	63 UM St. Joseph
		14.13	15.22	21.56	3.5	24 Medstar Union M
		16.42	16.42	20.94	4.1	62 Medstar Souther
		15.35	15.35	20.88	1.7	6 UCH-Harford
14.76	14.91	19.97	2.6	32 Union of Cecil		
E.K.G./CARDIOLOGY TECH.		21.64	22.93	29.71	194.3	
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ENVIRONMENTAL SERVICE WORKER	12	12.10	12.10	27.23	35.0	64 Levindale
		17.93	19.34	25.65	3.2	13 Bon Secours
		16.81	16.99	22.44	1.4	11 St Agnes
		13.95	15.25	22.18	18.8	34 Medstar Harbor
		15.28	16.25	21.98	4.8	40 Northwest
		14.20	14.80	21.75	102.1	29 JH Bayview
		14.22	15.74	21.53	37.1	28 Medstar St Mary
		12.40	14.99	21.51	57.1	38 UM Midtown
		13.11	15.55	21.48	33.1	55 Laurel Regional
		12.72	13.95	21.41	72.6	5 Frederick
		13.40	16.06	21.32	4.3	333 Bowie Emg Ctr
		12.31	13.52	21.20	47.7	37 UM Easton
		13.31	14.89	21.20	27.2	24 Medstar Union M
		13.58	15.05	21.15	75.1	3 PG Hospital
		12.05	15.15	21.09	110.7	15 Medstar Frankli
		12.40	14.28	20.61	59.2	48 Howard County
		13.33	13.60	20.58	70.6	1 Meritus
		13.29	14.42	20.35	61.8	5050 Shady Grove
		13.79	14.43	20.19	40.4	18 Medstar Montgom
		13.64	15.13	20.06	14.7	65 Holy Cross Germ
		12.00	12.96	19.97	22.1	61 Atlantic Genera
		13.59	14.83	19.88	53.5	32 Union of Cecil
		11.54	12.30	19.87	66.3	27 Western Marylan
		13.85	14.56	19.83	58.1	22 Suburban
		11.52	12.27	19.80	3.9	88 Queen Annes Emg
		12.88	13.85	19.78	12.9	16 Washington Adv
		13.51	14.51	19.73	100.5	23 Anne Arundel
		13.78	14.70	19.56	107.3	4 Holy Cross
		13.05	14.78	19.56	55.3	51 Doctors
		12.00	13.02	19.40	83.6	2004 Medstar Good Sa
		11.72	12.53	19.04	19.3	10 UM Dorchester
		12.96	13.43	18.98	2.0	2001 UM Rehab&Ortho
		12.11	12.15	18.93	6.9	30 UM Chestertown
		11.12	12.97	18.90	266.4	2 UMMC
		11.94	13.15	18.84	45.6	39 Calvert
		12.99	13.51	18.63	154.2	8 Mercy
		13.83	14.21	18.48	53.6	33 Carroll Hospita
		12.79	13.12	18.41	29.3	6 UCH-Harford
		12.54	14.72	18.40	4.5	87 Germantown Emg
		12.27	12.83	18.20	512.7	9 Johns Hopkins
		11.31	12.46	18.19	82.7	19 Peninsula
		12.37	13.15	18.07	107.2	44 GBMC
		11.54	12.49	17.76	171.7	12 Sinai
		12.42	12.51	17.56	68.0	49 UCH-UpperChesap
		9.26	10.50	17.21	17.0	17 Garrett
		11.79	12.83	17.04	72.5	62 Medstar Souther
		11.27	12.35	16.78	12.5	60 Ft Washington
11.21	13.55	16.55	101.3	43 UM Baltimore Wa		
9.42	9.72	15.85	7.3	45 McCready		
ENVIRONMENTAL SERVICE WORKER		12.78	13.91	19.88	3,174.6	

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EXECUTIVE ASST.	8	34.80	35.77	46.75	0.0	88 Queen Annes Emg
		26.75	26.77	44.45	3.6	64 Levindale
		32.20	32.20	40.81	7.6	48 Howard County
		31.98	32.06	39.38	2.1	18 Medstar Montgom
		30.94	31.02	38.96	7.1	2004 Medstar Good Sa
		30.11	30.11	37.94	2.5	22 Suburban
		29.30	29.45	37.53	6.7	34 Medstar Harbor
		29.35	30.25	37.47	10.5	15 Medstar Franklii
		30.31	30.31	37.45	14.0	44 GBMC
		31.45	31.84	37.40	1.0	8992 UM Shock Trauma
		29.59	29.78	37.29	9.0	24 Medstar Union M
		28.38	30.19	36.83	10.4	23 Anne Arundel
		28.77	29.40	36.64	13.3	12 Sinai
		29.52	29.57	36.56	3.2	6 UCH-Harford
		29.49	29.55	36.34	11.0	4 Holy Cross
		28.82	28.82	36.28	17.0	9 Johns Hopkins
		29.33	29.41	36.17	7.4	40 Northwest
		29.65	29.65	36.08	3.0	32 Union of Cecil
		27.07	28.34	36.02	21.3	2 UMMC
		29.76	29.76	35.96	3.0	51 Doctors
		29.11	29.11	35.83	8.0	8 Mercy
		28.75	28.79	35.71	7.2	49 UCH-UpperChesap
		25.54	27.55	35.43	2.0	13 Bon Secours
		29.23	29.36	35.21	7.4	35 UM Charles Regi
		27.75	27.75	35.21	12.2	5050 Shady Grove
		25.99	26.34	35.12	7.2	1 Meritus
		27.57	27.57	35.11	4.0	16 Washington Adv
		27.87	28.31	34.95	3.1	65 Holy Cross Germ
		27.00	27.53	34.35	5.5	28 Medstar St Mary
		25.43	25.46	34.33	9.8	5 Frederick
		25.99	26.82	34.01	1.5	2001 UM Rehab&Ortho
		25.13	25.61	33.73	10.3	38 UM Midtown
		25.88	26.10	33.53	8.6	39 Calvert
		25.75	26.20	32.74	8.3	63 UM St. Joseph
		23.80	23.96	32.71	5.4	37 UM Easton
		23.84	23.94	32.66	1.1	30 UM Chestertown
		22.28	22.48	32.37	9.2	27 Western Marylan
		26.90	26.90	32.31	11.4	33 Carroll Hospita
		26.88	26.88	31.70	0.2	87 Germantown Emg
		23.88	24.04	31.69	1.7	10 UM Dorchester
		24.13	24.24	31.30	23.1	3 PG Hospital
		26.98	27.33	31.06	11.5	43 UM Baltimore Wa
		25.39	25.39	30.91	3.9	60 Ft Washington
		23.87	23.87	30.84	8.4	19 Peninsula
		23.64	23.89	30.71	9.9	55 Laurel Regional
		21.02	21.05	28.85	64.2	29 JH Bayview
		20.77	20.93	28.65	19.6	61 Atlantic Genera
		21.49	21.79	26.78	20.6	62 Medstar Souther
		18.75	18.75	26.58	2.0	17 Garrett
		18.75	18.75	25.65	1.0	45 McCready
		19.33	19.53	25.23	63.1	11 St Agnes
EXECUTIVE ASST.		26.79	27.07	34.46	505.0	
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Health Services Cost Review Commission
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
GENERAL DUTY NURSE	11	36.55	36.56	55.99	51.3	64 Levindale
		40.10	46.47	53.15	17.5	87 Germantown Emg
		36.44	44.22	52.49	13.4	333 Bowie Emg Ctr
		35.43	41.85	52.44	234.6	38 UM Midtown
		37.04	42.55	52.41	328.8	22 Suburban
		34.84	41.95	50.84	485.3	2004 Medstar Good Sa
		35.97	42.50	49.93	275.0	51 Doctors
		33.90	39.62	49.82	132.6	13 Bon Secours
		36.31	40.68	49.74	376.9	16 Washington Adv
		34.86	41.52	49.70	778.4	15 Medstar Frankli
		36.88	40.91	49.43	588.1	44 GBMC
		37.54	40.86	49.42	821.9	12 Sinai
		34.18	39.83	49.42	498.1	48 Howard County
		35.20	40.72	49.36	169.2	55 Laurel Regional
		35.75	39.07	49.33	11.5	88 Queen Annes Emg
		36.62	40.38	49.29	599.3	5050 Shady Grove
		37.44	41.23	48.86	808.8	23 Anne Arundel
		36.03	38.57	48.71	810.0	29 JH Bayview
		36.88	41.76	48.65	84.4	60 Ft Washington
		34.42	39.52	48.28	159.7	2001 UM Rehab&Ortho
		35.17	41.51	48.24	360.4	62 Medstar Souther
		35.03	39.06	48.22	190.0	39 Calvert
		35.07	39.27	47.92	419.1	3 PG Hospital
		36.01	37.35	47.70	452.2	1 Meritus
		36.06	39.47	47.55	149.1	65 Holy Cross Germ
		35.55	39.95	47.53	382.7	40 Northwest
		34.08	38.50	47.32	263.6	34 Medstar Harbor
		34.91	38.68	46.91	544.1	24 Medstar Union M
		38.07	40.24	46.84	365.4	33 Carroll Hospita
		37.48	38.77	46.48	562.1	8 Mercy
		33.07	36.28	46.46	387.0	5 Frederick
		34.40	35.77	46.40	66.3	30 UM Chestertown
		34.83	38.58	46.36	252.0	28 Medstar St Mary
		34.99	38.25	46.18	868.1	4 Holy Cross
		37.34	38.17	46.17	454.8	49 UCH-UpperChesap
		35.78	38.24	46.10	183.3	18 Medstar Montgom
		36.88	37.41	45.99	2,688.5	9 Johns Hopkins
		33.48	36.51	45.64	124.9	61 Atlantic Genera
		33.45	38.00	45.57	556.9	11 St Agnes
		32.74	36.84	45.50	1,820.4	2 UMMC
		35.76	36.47	44.18	164.7	6 UCH-Harford
		31.63	35.87	44.15	609.5	19 Peninsula
		30.21	31.99	44.04	403.5	27 Western Marylan
		32.68	36.88	43.99	202.5	32 Union of Cecil
		30.98	34.12	43.91	211.8	37 UM Easton
		33.21	37.24	43.90	193.5	35 UM Charles Regi
		30.54	33.97	42.57	67.4	10 UM Dorchester
		32.55	38.08	42.38	613.2	43 UM Baltimore Wa
		30.95	35.90	41.83	373.8	8992 UM Shock Trauma
		24.79	28.80	38.00	76.2	17 Garrett
		27.69	29.72	37.57	14.0	45 McCreedy
		23.75	26.63	33.21	728.3	63 UM St. Joseph
GENERAL DUTY NURSE		34.45	38.33	46.96	21,993.6	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
GENERAL OFFICE CLERK	4	29.26	28.67	36.33	7.1	16 Washington Adv
		15.19	15.97	31.78	8.0	64 Levindale
		21.39	21.45	30.54	0.0	88 Queen Annes Emg
		20.74	21.50	28.40	24.0	2 UMMC
		21.75	22.42	28.36	6.1	23 Anne Arundel
		19.07	19.54	26.54	10.0	48 Howard County
		19.51	19.09	25.56	11.9	5050 Shady Grove
		18.82	19.30	25.49	4.3	18 Medstar Montgom
		25.33	20.00	24.18	0.0	87 Germantown Emg
		16.04	17.78	23.87	7.6	2001 UM Rehab&Ortho
		17.87	17.96	23.83	1.9	40 Northwest
		17.92	18.33	23.67	10.6	4 Holy Cross
		15.63	15.87	23.57	25.5	5 Frederick
		16.09	16.18	23.53	44.5	1 Meritus
		15.01	15.09	23.31	22.4	27 Western Marylan
		15.91	16.10	23.23	11.5	29 JH Bayview
		15.28	16.63	23.08	15.1	24 Medstar Union M
		16.48	16.49	22.73	2.4	3 PG Hospital
		16.43	16.78	22.67	27.7	9 Johns Hopkins
		15.05	15.12	22.39	1.3	30 UM Chestertown
		15.30	16.32	22.35	16.8	15 Medstar Frankli
		15.02	15.25	22.19	5.0	34 Medstar Harbor
		16.19	16.50	22.09	19.1	22 Suburban
		15.04	15.16	21.91	1.1	10 UM Dorchester
		13.87	13.95	21.68	6.4	37 UM Easton
		14.84	14.89	21.40	1.5	38 UM Midtown
		15.21	15.57	21.20	14.5	12 Sinai
		13.77	14.06	21.18	4.7	61 Atlantic Genera
		15.69	15.77	21.02	4.6	44 GBMC
		15.08	15.66	21.00	18.1	8 Mercy
		15.44	15.45	20.97	3.1	6 UCH-Harford
		14.61	14.68	20.37	8.8	28 Medstar St Mary
		15.45	15.61	20.05	14.9	35 UM Charles Regi
		13.16	13.32	19.72	14.2	2004 Medstar Good Sa
		14.88	15.33	19.71	4.4	33 Carroll Hospita
		13.94	14.40	19.42	4.0	32 Union of Cecil
		14.06	14.14	19.38	29.2	49 UCH-UpperChesap
		13.92	14.47	18.81	18.3	62 Medstar Souther
		12.06	12.60	18.34	5.3	19 Peninsula
		14.96	15.05	18.12	4.0	43 UM Baltimore Wa
		12.54	12.80	18.11	16.5	63 UM St. Joseph
		12.24	13.02	18.06	16.5	11 St Agnes
GENERAL OFFICE CLERK		16.33	16.53	22.86	472.6	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
HUMAN RESOURCES, ASSOCIATE LEVEL	68	25.98	28.19	46.17	2.4	64 Levindale
		36.94	37.11	45.64	11.9	5050 Shady Grove
		35.10	37.53	44.82	13.7	23 Anne Arundel
		35.65	35.75	44.34	7.1	34 Medstar Harbor
		33.58	33.59	43.29	0.1	88 Queen Annes Emg
		33.03	33.03	43.24	0.7	30 UM Chestertown
		35.29	35.57	43.24	9.9	15 Medstar Frankli
		37.20	37.20	43.00	0.3	87 Germantown Emg
		34.59	34.70	42.97	9.3	2004 Medstar Good Sa
		35.12	34.55	42.91	8.2	16 Washington Adv
		32.75	32.75	42.41	3.5	37 UM Easton
		34.29	34.40	42.28	9.8	24 Medstar Union M
		33.61	33.61	42.00	6.8	22 Suburban
		32.64	32.66	41.85	4.8	38 UM Midtown
		32.94	32.94	41.28	5.0	39 Calvert
		34.09	34.09	41.26	7.0	11 St Agnes
		32.64	32.64	41.10	1.0	10 UM Dorchester
		33.36	33.37	40.57	7.8	63 UM St. Joseph
		32.57	32.58	40.48	2.4	2001 UM Rehab&Ortho
		28.70	32.47	40.07	9.7	12 Sinai
		28.68	32.45	39.44	6.5	40 Northwest
		31.09	31.17	38.96	6.7	3 PG Hospital
		29.78	29.78	38.74	16.0	29 JH Bayview
		31.03	31.11	38.72	2.9	55 Laurel Regional
		31.50	31.65	38.71	18.0	4 Holy Cross
		31.34	31.38	38.66	12.2	44 GBMC
		32.33	32.33	38.22	7.0	33 Carroll Hospita
		31.79	31.80	37.90	2.9	35 UM Charles Regi
		33.32	33.33	37.38	8.4	43 UM Baltimore Wa
		29.70	29.70	37.27	42.8	9 Johns Hopkins
		29.27	29.35	37.16	41.6	2 UMMC
		29.53	29.53	36.54	11.7	49 UCH-UpperChesap
		29.67	29.67	36.11	5.0	32 Union of Cecil
		28.33	28.33	35.79	8.4	19 Peninsula
		28.56	28.76	35.79	5.9	18 Medstar Montgom
		28.45	28.69	35.61	5.7	28 Medstar St Mary
		25.03	25.03	35.50	5.0	27 Western Marylan
		28.19	28.19	35.04	0.9	6 UCH-Harford
		26.46	26.49	34.37	11.6	48 Howard County
		27.14	27.14	33.66	20.0	8 Mercy
		23.16	23.16	31.75	5.0	5 Frederick
		22.79	22.81	31.09	11.0	1 Meritus
		22.58	22.58	30.45	2.0	61 Atlantic Genera
		19.83	20.44	25.75	2.5	51 Doctors
		15.56	16.60	24.14	2.1	17 Garrett
		14.78	14.79	21.35	1.8	45 McCready
HUMAN RESOURCES, ASSOCIATE LEVEL		30.00	30.33	38.20	385.0	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
HUMAN RESOURCES, MGMT. LEVEL	69	75.76	75.76	86.80	1.1	28 Medstar St Mary
		45.03	53.45	75.85	1.2	64 Levindale
		60.45	60.45	73.25	3.1	22 Suburban
		59.54	59.77	71.07	4.3	16 Washington Adv
		58.85	58.85	69.34	1.5	34 Medstar Harbor
		58.40	58.40	68.94	5.0	4 Holy Cross
		57.13	57.13	68.72	1.0	39 Calvert
		56.12	57.43	68.29	4.5	5050 Shady Grove
		58.80	58.80	67.96	1.0	32 Union of Cecil
		56.85	56.85	67.05	1.8	2004 Medstar Good Sa
		57.18	57.18	66.91	2.8	24 Medstar Union M
		56.16	56.16	65.57	2.0	15 Medstar Frankli
		55.95	55.95	65.39	1.2	18 Medstar Montgom
		54.05	54.05	63.25	3.0	11 St Agnes
		50.45	50.45	62.18	6.0	29 JH Bayview
		52.12	52.12	62.09	2.0	44 GBMC
		45.03	53.45	62.08	5.5	40 Northwest
		52.91	52.91	62.07	4.0	8 Mercy
		42.33	51.17	60.94	7.8	12 Sinai
		49.00	52.31	60.94	2.0	23 Anne Arundel
		53.08	53.08	60.82	2.0	33 Carroll Hospita
		50.46	50.46	60.33	4.7	19 Peninsula
		53.33	52.56	59.81	0.1	87 Germantown Emg
		48.07	48.07	59.62	0.7	38 UM Midtown
		46.78	46.78	59.11	0.1	30 UM Chestertown
		47.59	47.59	58.72	0.5	37 UM Easton
		48.97	48.97	58.21	5.0	49 UCH-UpperChesap
		50.59	50.59	58.12	37.3	62 Medstar Souther
		47.70	47.70	57.62	0.2	10 UM Dorchester
		47.56	47.56	57.28	0.4	2001 UM Rehab&Ortho
		47.77	47.83	57.23	2.6	55 Laurel Regional
		47.63	47.69	57.22	6.1	3 PG Hospital
		47.78	47.78	56.32	1.0	63 UM St. Joseph
		46.03	46.03	55.74	6.0	2 UMMC
		46.46	46.46	55.21	1.0	6 UCH-Harford
		45.35	45.35	52.84	0.3	35 UM Charles Regi
		47.36	47.36	52.14	1.1	43 UM Baltimore Wa
		40.43	40.43	51.11	5.0	5 Frederick
		40.88	40.88	49.14	1.0	65 Holy Cross Germ
		39.66	39.66	48.53	0.6	9 Johns Hopkins
		39.03	39.03	48.12	0.0	88 Queen Annes Emg
		40.09	40.09	47.28	3.6	51 Doctors
		34.24	34.24	46.80	4.0	27 Western Marylan
		35.80	35.80	44.87	0.1	48 Howard County
		30.45	30.45	39.82	6.0	1 Meritus
		29.53	30.31	38.73	11.1	13 Bon Secours
HUMAN RESOURCES, MGMT. LEVEL		49.02	49.68	59.55	161.0	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
INFO. SYSTEMS,STAFF LEVEL	9	56.98	56.98	67.17	0.8	2004 Medstar Good Sa
		57.42	57.42	66.98	1.1	15 Medstar Frankli
		57.08	57.08	66.79	0.9	24 Medstar Union M
		45.93	45.94	55.63	6.6	16 Washington Adv
		45.57	45.57	54.98	1.6	34 Medstar Harbor
		44.16	44.06	53.39	15.0	5050 Shady Grove
		45.23	45.23	51.79	0.3	87 Germantown Emg
		40.04	42.80	51.07	20.6	18 Medstar Montgom
		26.88	26.88	44.59	2.2	64 Levindale
		32.09	33.04	43.21	2.4	30 UM Chestertown
		32.38	32.80	42.56	29.3	5 Frederick
		33.36	33.36	42.36	2.8	13 Bon Secours
		32.45	32.72	42.08	17.9	29 JH Bayview
		33.02	33.69	41.58	2.7	55 Laurel Regional
		32.89	33.41	41.44	9.9	3 PG Hospital
		30.76	31.55	41.08	9.3	37 UM Easton
		33.10	33.78	40.93	0.5	333 Bowie Emg Ctr
		30.54	31.58	39.64	7.8	22 Suburban
		28.58	31.09	39.10	69.9	2 UMMC
		29.41	31.31	38.45	3.2	28 Medstar St Mary
		28.68	29.85	38.04	1.9	10 UM Dorchester
		30.08	31.04	38.03	25.8	4 Holy Cross
		28.69	30.57	37.24	17.5	23 Anne Arundel
		26.63	28.13	37.17	0.2	88 Queen Annes Emg
		28.44	28.75	36.93	8.0	48 Howard County
		25.33	28.34	36.89	6.0	38 UM Midtown
		29.31	29.31	36.32	9.0	44 GBMC
		25.14	28.08	35.43	2.8	2001 UM Rehab&Ortho
		25.61	26.30	35.08	17.4	1 Meritus
		24.76	27.38	34.02	12.2	63 UM St. Joseph
		27.00	27.01	33.97	20.4	12 Sinai
		26.91	26.91	33.48	11.3	40 Northwest
		25.53	26.62	33.08	23.6	8 Mercy
		24.98	26.93	32.53	5.1	35 UM Charles Regi
		24.80	25.84	31.92	8.0	32 Union of Cecil
		25.24	26.46	31.87	7.5	62 Medstar Souther
		21.58	21.92	31.68	11.7	27 Western Marylan
		25.00	25.00	31.20	1.0	65 Holy Cross Germ
		23.96	24.22	30.40	4.0	11 St Agnes
		21.91	23.13	30.02	16.4	19 Peninsula
		21.54	22.69	29.35	74.4	9 Johns Hopkins
		21.69	21.69	28.84	2.0	45 McCready
		19.63	21.88	28.74	5.1	39 Calvert
		21.60	21.60	27.77	0.4	6 UCH-Harford
		19.57	21.10	26.48	12.8	51 Doctors
		14.34	17.19	24.82	1.1	17 Garrett
		18.88	20.86	24.24	28.5	43 UM Baltimore Wa
		17.55	17.78	23.44	8.1	49 UCH-UpperChesap
		15.75	16.25	20.44	1.0	8992 UM Shock Trauma
INFO. SYSTEMS,STAFF LEVEL		29.76	30.68	38.45	547.9	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
IP/OP ADM & REGISTRATION CLERK	1	20.10	20.10	36.62	3.2	64 Levindale
		17.55	18.99	25.29	13.4	55 Laurel Regional
		18.11	19.55	25.23	70.2	23 Anne Arundel
		18.58	19.09	25.10	50.5	22 Suburban
		18.85	18.92	24.81	12.9	6 UCH-Harford
		16.76	17.86	24.65	57.5	48 Howard County
		17.09	17.22	24.50	192.7	29 JH Bayview
		15.98	16.44	24.42	60.5	37 UM Easton
		16.14	16.56	24.34	84.6	5 Frederick
		16.12	17.92	24.33	26.7	16 Washington Adv
		16.89	18.00	24.33	58.1	19 Peninsula
		16.72	16.88	24.32	39.1	1 Meritus
		14.05	16.22	24.15	4.3	88 Queen Annes Emg
		15.65	15.78	24.15	54.7	27 Western Marylan
		16.44	17.77	24.09	40.6	5050 Shady Grove
		17.84	18.01	24.06	514.5	9 Johns Hopkins
		15.91	17.23	23.72	36.1	24 Medstar Union M
		17.37	18.55	23.68	33.7	51 Doctors
		16.63	17.65	23.65	27.4	13 Bon Secours
		17.40	18.29	23.62	80.3	4 Holy Cross
		15.97	16.54	23.57	40.6	34 Medstar Harbor
		15.96	17.16	23.56	189.8	2 UMMC
		16.57	17.50	23.44	43.7	28 Medstar St Mary
		17.70	17.87	23.43	12.1	8 Mercy
		15.73	17.26	23.28	11.5	2001 UM Rehab&Ortho
		16.48	16.98	23.18	36.8	39 Calvert
		16.63	17.88	23.16	19.9	65 Holy Cross Germ
		15.76	16.25	23.13	18.0	10 UM Dorchester
		15.03	16.38	23.11	46.5	38 UM Midtown
		16.24	17.08	23.07	13.3	18 Medstar Montgom
		14.80	16.36	23.02	44.3	2004 Medstar Good Sa
		15.62	16.74	23.01	28.0	3 PG Hospital
		17.02	17.50	22.80	38.3	32 Union of Cecil
		15.46	16.69	22.75	104.7	15 Medstar Frankli
		16.36	17.49	22.35	20.1	60 Ft Washington
		15.68	16.94	22.30	7.9	333 Bowie Emg Ctr
		16.01	16.82	22.21	71.6	44 GBMC
		16.27	17.84	22.17	6.1	8992 UM Shock Trauma
		16.88	17.57	22.15	61.5	33 Carroll Hospita
		15.21	16.32	22.06	33.2	40 Northwest
		15.39	16.30	22.02	92.1	12 Sinai
		14.24	14.59	21.77	17.6	30 UM Chestertown
		15.08	17.79	21.76	5.8	87 Germantown Emg
		13.64	14.50	21.65	31.2	61 Atlantic Genera
		16.52	16.97	21.55	27.5	35 UM Charles Regi
		15.63	16.77	21.31	38.9	62 Medstar Souther
		15.14	15.69	21.01	66.2	11 St Agnes
15.32	15.39	20.77	46.7	49 UCH-UpperChesap		
14.80	16.88	20.05	73.3	43 UM Baltimore Wa		
12.56	12.95	20.00	14.4	17 Garrett		
11.95	12.90	18.22	48.9	63 UM St. Joseph		
9.95	10.31	16.48	7.3	45 McCready		
IP/OP ADM & REGISTRATION CLERK		16.00	16.91	23.14	2,778.2	

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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LABORATORY ASST.	14	36.21	41.87	49.55	2.7	23 Anne Arundel
		27.94	27.95	37.11	2.8	5 Frederick
		25.61	25.61	36.21	1.0	27 Western Marylan
		22.68	24.07	31.30	8.1	13 Bon Secours
		19.12	20.76	28.15	2.1	38 UM Midtown
		19.56	20.56	26.82	2.1	22 Suburban
		12.85	12.85	26.81	0.1	64 Levindale
		20.40	20.40	26.41	2.0	63 UM St. Joseph
		17.81	18.71	25.92	2.0	34 Medstar Harbor
		17.27	18.89	25.39	11.1	3 PG Hospital
		17.09	18.20	24.42	6.4	55 Laurel Regional
		16.53	17.45	23.96	11.6	24 Medstar Union M
		16.76	16.95	23.90	6.5	10 UM Dorchester
		18.50	18.50	23.86	1.0	65 Holy Cross Germ
		17.22	17.74	23.69	2.1	28 Medstar St Mary
		17.87	18.29	23.62	6.3	4 Holy Cross
		17.29	18.05	23.40	3.3	32 Union of Cecil
		16.82	17.84	23.37	15.9	44 GBMC
		14.66	15.46	23.34	16.7	37 UM Easton
		15.24	16.50	23.18	17.8	2004 Medstar Good Sa
		16.91	17.13	22.62	16.2	8 Mercy
		15.11	16.65	22.42	5.2	40 Northwest
		14.80	15.04	22.24	3.4	61 Atlantic Genera
		15.70	16.46	21.85	16.3	11 St Agnes
		14.50	14.60	21.78	9.8	30 UM Chestertown
		14.75	15.66	21.64	11.6	15 Medstar Frankli
		13.28	15.08	21.24	0.2	2 UMMC
		15.19	15.19	20.55	5.5	49 UCH-UpperChesap
		15.65	15.68	20.55	1.0	51 Doctors
		13.18	14.46	20.41	8.3	19 Peninsula
		14.92	15.41	19.84	5.5	62 Medstar Souther
		15.35	15.35	19.73	3.8	33 Carroll Hospita
		14.19	14.19	19.63	0.3	12 Sinai
		12.36	12.95	17.12	3.0	35 UM Charles Regi
LABORATORY ASST.		17.45	18.25	24.77	211.5	
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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	32.98	33.14	40.65	7.1	44 GBMC
		26.69	28.34	36.33	2.4	34 Medstar Harbor
		25.86	27.65	34.19	11.2	4 Holy Cross
		25.46	26.74	33.15	1.5	333 Bowie Emg Ctr
		23.81	25.78	32.98	2.1	24 Medstar Union M
		25.25	26.92	32.85	2.5	51 Doctors
		22.56	23.94	32.72	1.0	37 UM Easton
		24.27	25.00	32.14	1.7	3 PG Hospital
		24.05	24.73	32.11	2.5	2004 Medstar Good Sa
		26.33	28.23	32.00	7.8	43 UM Baltimore Wa
		24.79	25.61	31.97	6.5	8 Mercy
		22.35	24.38	31.09	3.4	15 Medstar Frankli
		21.11	23.08	30.11	2.4	13 Bon Secours
		14.38	21.91	29.49	1.2	38 UM Midtown
		18.84	18.98	28.08	10.1	27 Western Marylan
		17.92	20.27	26.01	8.8	23 Anne Arundel
		16.77	19.26	25.47	20.5	9 Johns Hopkins
		14.00	17.58	24.03	46.3	2 UMMC
		16.68	16.82	22.49	4.0	63 UM St. Joseph
		16.30	16.41	22.16	1.0	40 Northwest
		13.61	15.26	20.85	12.0	12 Sinai
LABORATORY TECH. I		21.62	23.33	30.04	156.0	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name		
LABORATORY TECH. II	16	42.46	42.55	51.28	5.1	44 GBMC		
		41.50	41.50	50.37	1.1	3 PG Hospital		
		31.03	31.05	49.59	0.6	64 Levindale		
		39.44	39.44	48.28	0.6	34 Medstar Harbor		
		36.04	36.80	44.25	14.1	11 St Agnes		
		32.80	32.80	41.69	1.5	13 Bon Secours		
		33.08	34.17	41.68	23.9	18 Medstar Montgom		
		31.82	31.83	39.35	5.9	12 Sinai		
		29.18	29.67	39.04	20.8	5 Frederick		
		31.47	31.47	38.70	7.3	49 UCH-UpperChesap		
		27.57	28.68	37.91	4.1	37 UM Easton		
		30.84	30.84	37.80	0.7	65 Holy Cross Germ		
		29.60	30.71	37.57	5.7	40 Northwest		
		30.13	30.21	37.42	1.8	15 Medstar Frankli		
		31.47	31.58	37.40	10.4	33 Carroll Hospita		
		28.88	30.62	36.90	4.7	51 Doctors		
		29.55	29.73	36.54	3.0	4 Holy Cross		
		26.76	27.89	36.37	4.5	38 UM Midtown		
		30.23	30.23	36.17	2.0	35 UM Charles Regi		
		26.34	27.80	36.14	12.0	61 Atlantic Genera		
		24.09	28.13	35.79	13.4	2 UMMC		
		24.86	25.02	35.49	29.5	27 Western Marylan		
		27.43	28.47	34.95	21.9	23 Anne Arundel		
		28.08	28.14	34.76	11.5	8 Mercy		
		28.17	28.29	34.61	3.2	32 Union of Cecil		
		26.95	30.53	34.43	5.1	43 UM Baltimore Wa		
		27.17	28.46	34.24	4.0	60 Ft Washington		
		24.31	26.12	33.33	14.9	19 Peninsula		
		24.30	25.49	30.81	12.9	62 Medstar Souther		
		21.04	23.45	30.52	3.4	39 Calvert		
		21.59	22.86	29.26	3.4	28 Medstar St Mary		
		20.93	22.54	29.12	8.8	22 Suburban		
		20.02	20.96	29.09	7.9	17 Garrett		
		20.08	21.68	28.20	115.4	9 Johns Hopkins		
		20.27	21.54	27.65	25.2	63 UM St. Joseph		
		18.61	18.61	26.29	0.1	30 UM Chestertown		
		LABORATORY TECH. II		28.28	29.16	36.75	410.5	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LICENSED PRACTICAL NURSE	18	38.86	45.84	53.89	10.0	23 Anne Arundel
		29.96	29.96	48.22	46.1	64 Levindale
		29.93	32.91	40.36	1.2	15 Medstar Frankli
		25.60	32.11	40.14	4.6	2004 Medstar Good Sa
		30.62	31.63	39.86	1.4	34 Medstar Harbor
		29.85	29.85	39.47	0.8	30 UM Chestertown
		26.82	29.73	38.48	21.5	38 UM Midtown
		29.92	30.22	37.36	1.1	44 GBMC
		26.36	30.77	37.08	13.9	51 Doctors
		26.16	29.10	36.81	3.3	16 Washington Adv
		29.77	30.90	36.66	9.0	33 Carroll Hospita
		25.11	25.93	36.61	4.8	27 Western Marylan
		25.86	30.48	36.45	1.0	35 UM Charles Regi
		27.47	28.85	36.22	3.3	55 Laurel Regional
		26.58	28.08	36.16	2.0	48 Howard County
		27.30	27.39	36.04	5.9	29 JH Bayview
		25.50	28.09	35.59	1.1	22 Suburban
		26.42	26.82	34.34	1.9	39 Calvert
		24.33	26.45	33.71	7.1	19 Peninsula
		27.43	27.43	33.66	1.8	32 Union of Cecil
		26.02	26.51	33.66	2.2	2001 UM Rehab&Ortho
		25.75	26.87	33.63	2.4	28 Medstar St Mary
		23.94	24.97	33.56	10.9	1 Meritus
		25.96	26.71	33.25	1.1	40 Northwest
		21.95	25.26	33.05	0.9	10 UM Dorchester
		23.00	25.78	33.01	1.2	3 PG Hospital
		22.95	24.22	32.99	3.0	37 UM Easton
		26.25	26.25	32.89	1.9	6 UCH-Harford
		24.35	25.55	32.58	19.1	9 Johns Hopkins
		26.29	26.88	32.31	3.1	62 Medstar Souther
		25.95	28.48	32.27	3.7	43 UM Baltimore Wa
		24.44	25.23	31.95	3.6	18 Medstar Montgom
		24.84	25.08	31.82	4.3	12 Sinal
		22.80	24.23	31.45	1.0	2 UMMC
		22.45	22.60	30.96	1.9	17 Garrett
		22.96	22.96	29.98	0.3	24 Medstar Union M
		23.42	23.59	29.92	17.2	49 UCH-UpperChesap
		21.43	23.31	29.29	9.9	4 Holy Cross
		21.59	21.92	29.10	3.7	45 McCready
		17.76	18.17	25.65	3.8	61 Atlantic Genera
		14.29	17.35	23.08	5.1	63 UM St. Joseph
LICENSED PRACTICAL NURSE		25.57	27.18	34.72	242.1	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MAINTENANCE MECHANIC I	20	24.20	27.05	34.41	8.1	3 PG Hospital
		16.22	16.23	32.09	4.4	64 Levindale
		19.90	23.49	31.44	3.0	61 Atlantic Genera
		19.37	24.15	31.35	13.4	2 UMMC
		25.23	25.96	31.32	10.0	62 Medstar Souther
		22.41	22.80	30.83	6.0	29 JH Bayview
		24.39	24.47	30.65	1.0	11 St Agnes
		20.44	22.86	30.58	2.1	38 UM Midtown
		20.51	22.88	29.14	7.7	40 Northwest
		21.32	21.96	28.84	4.6	16 Washington Adv
		18.71	22.03	28.63	3.3	2001 UM Rehab&Ortho
		18.38	20.37	28.62	13.8	5 Frederick
		21.78	21.78	28.24	2.0	22 Suburban
		21.16	21.16	27.06	5.1	8 Mercy
		20.53	20.54	26.16	2.0	4 Holy Cross
		18.78	19.09	26.03	4.0	48 Howard County
		20.75	22.28	25.74	2.0	43 UM Baltimore Wa
		19.66	20.05	25.59	4.0	32 Union of Cecil
		16.96	18.28	25.13	3.1	2004 Medstar Good Sa
		18.23	18.05	24.39	1.0	5050 Shady Grove
		17.40	17.81	23.83	13.4	9 Johns Hopkins
		16.38	16.41	23.79	4.0	1 Meritus
		17.73	17.98	23.53	3.1	44 GBMC
		17.61	17.61	23.38	1.0	6 UCH-Harford
		13.41	14.23	22.25	4.1	27 Western Marylan
		16.80	16.80	22.21	2.2	23 Anne Arundel
		14.35	14.72	21.47	1.1	10 UM Dorchester
		15.05	15.64	21.27	17.0	12 Sinai
		14.82	15.42	20.81	1.2	49 UCH-UpperChesap
		13.78	14.23	20.15	3.0	19 Peninsula
10.93	13.91	19.19	5.9	13 Bon Secours		
10.50	10.51	16.70	1.0	45 McCreedy		
MAINTENANCE MECHANIC I		18.37	19.40	26.09	157.4	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MATERIALS HANDLER, OPERATIONS LEVEL	45	16.41	16.41	32.28	2.9	64 Levindale
		18.50	19.27	25.31	43.6	22 Suburban
		18.71	19.57	25.24	44.4	23 Anne Arundel
		16.05	17.48	24.59	20.5	34 Medstar Harbor
		16.24	17.92	24.47	44.7	24 Medstar Union M
		14.75	17.26	24.12	13.4	38 UM Midtown
		16.53	16.65	23.86	33.9	29 JH Bayview
		15.13	17.10	23.78	30.3	48 Howard County
		16.74	17.72	23.77	12.6	18 Medstar Montgom
		15.66	15.99	23.71	22.0	5 Frederick
		18.34	18.89	23.63	20.1	62 Medstar Souther
		14.48	17.16	23.56	138.4	2 UMMC
		16.52	17.37	23.30	11.6	28 Medstar St Mary
		19.00	19.00	23.09	0.0	87 Germantown Emg
		15.90	17.00	23.09	7.1	55 Laurel Regional
		16.53	16.95	22.93	6.0	2001 UM Rehab&Ortho
		15.46	15.59	22.85	35.6	1 Meritus
		17.35	17.43	22.65	7.1	65 Holy Cross Germ
		15.10	16.24	22.46	19.8	3 PG Hospital
		16.27	16.53	22.31	8.0	13 Bon Secours
		14.00	14.16	22.16	22.8	27 Western Marylan
		14.69	15.47	22.06	44.6	2004 Medstar Good Sa
		15.38	15.89	22.05	12.6	16 Washington Adv
		15.73	16.20	22.02	107.2	9 Johns Hopkins
		16.56	16.79	21.75	9.0	51 Doctors
		14.07	14.54	21.71	4.0	30 UM Chestertown
		15.21	16.23	21.62	27.0	8 Mercy
		14.12	15.57	21.54	62.8	15 Medstar Frankli
		13.17	13.78	21.49	13.3	37 UM Easton
		15.01	15.48	20.70	14.5	44 GBMC
		15.25	15.67	20.66	37.0	4 Holy Cross
		14.02	14.61	20.57	28.6	5050 Shady Grove
		13.17	14.33	20.26	38.9	19 Peninsula
		14.00	14.59	20.20	29.1	40 Northwest
		14.58	15.74	20.16	28.5	33 Carroll Hospita
		13.44	13.47	20.07	2.3	10 UM Dorchester
		12.98	13.03	20.05	3.1	61 Atlantic Genera
		13.74	14.21	20.04	4.8	39 Calvert
		14.06	14.77	20.00	14.4	11 St Agnes
		14.71	14.84	19.89	11.7	32 Union of Cecil
		14.34	14.59	19.89	12.4	49 UCH-UpperChesap
		14.69	15.22	19.62	10.1	35 UM Charles Regi
		12.78	14.05	19.50	23.5	12 Sinai
		12.33	13.28	18.64	55.7	63 UM St. Joseph
		12.72	12.74	17.98	10.5	6 UCH-Harford
		10.73	10.78	17.53	4.2	17 Garrett
		13.78	13.83	16.84	13.1	43 UM Baltimore Wa
		11.85	11.99	16.39	3.5	60 Ft Washington
		8.99	9.32	15.41	1.1	45 McCready
MATERIALS HANDLER, OPERATIONS LEVEL		14.89	15.57	21.67	1,172.0	

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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MATERIALS HANDLER, PROF. LEVEL	47	35.99	36.03	43.66	2.0	65 Holy Cross Germ
		32.74	33.33	41.42	4.8	5050 Shady Grove
		33.95	33.95	41.16	7.0	8 Mercy
		32.96	32.99	41.15	5.1	16 Washington Adv
		33.58	33.76	41.09	0.2	18 Medstar Montgom
		23.53	23.53	40.67	0.4	64 Levindale
		28.72	32.91	40.07	4.4	63 UM St. Joseph
		32.08	32.12	39.81	6.6	24 Medstar Union M
		31.77	31.77	39.45	2.6	55 Laurel Regional
		30.70	31.08	39.29	8.1	34 Medstar Harbor
		31.76	31.80	39.15	10.0	15 Medstar Frankli
		29.37	30.32	38.21	8.1	2004 Medstar Good Sa
		29.82	30.24	37.94	4.1	3 PG Hospital
		30.11	30.80	37.75	24.2	4 Holy Cross
		29.66	29.71	37.46	5.8	22 Suburban
		29.51	29.51	35.69	4.0	51 Doctors
		28.30	28.58	35.27	6.0	40 Northwest
		28.20	28.20	34.50	3.6	32 Union of Cecil
		26.98	26.98	33.69	4.0	44 GBMC
		25.12	25.74	33.53	4.1	48 Howard County
		28.25	28.25	33.21	0.1	87 Germantown Emg
		26.14	26.26	32.65	7.1	11 St Agnes
		24.07	25.18	32.48	4.1	39 Calvert
		24.27	25.15	32.26	19.6	19 Peninsula
		26.07	26.47	31.87	3.1	62 Medstar Souther
		23.49	23.65	31.79	15.0	29 JH Bayview
		23.18	23.25	31.02	7.6	38 UM Midtown
		24.34	24.36	30.89	2.8	28 Medstar St Mary
		23.13	23.66	30.81	14.3	2 UMMC
		23.63	23.97	30.80	10.4	9 Johns Hopkins
		20.51	21.47	29.68	1.0	17 Garrett
		21.56	21.56	29.67	5.0	1 Meritus
		23.21	23.21	29.50	4.5	49 UCH-UpperChesap
		22.53	22.53	28.97	6.8	12 Sinai
		21.07	22.69	28.65	36.5	23 Anne Arundel
		21.24	21.24	28.36	1.0	45 McCready
		20.35	20.44	28.30	0.1	88 Queen Annes Emg
		22.02	22.02	28.23	3.4	6 UCH-Harford
		19.73	19.84	28.17	4.6	37 UM Easton
		19.73	19.85	27.10	1.1	10 UM Dorchester
		18.75	18.75	26.61	3.0	30 UM Chestertown
		19.05	21.50	26.42	2.4	33 Carroll Hospita
		16.65	18.89	25.13	1.0	13 Bon Secours
		20.07	20.16	25.07	3.6	35 UM Charles Regi
		16.56	18.60	24.79	7.0	2001 UM Rehab&Ortho
		18.95	19.18	24.18	1.0	60 Ft Washington
		16.35	16.58	23.92	3.1	61 Atlantic Genera
		19.22	20.06	23.41	7.1	43 UM Baltimore Wa
MATERIALS HANDLER, PROF. LEVEL		25.19	25.67	32.81	291.1	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MDCL. RCDS. & CODING CLERK	22	20.41	20.47	37.05	2.1	64 Levindale
		25.46	25.88	34.79	20.7	5 Frederick
		24.15	24.15	34.42	14.4	27 Western Marylan
		27.02	27.13	34.10	7.7	12 Sinai
		27.00	27.11	33.68	5.2	40 Northwest
		21.06	21.06	29.09	2.6	1 Meritus
		24.31	24.27	28.85	0.3	87 Germantown Emg
		20.40	20.78	27.52	14.6	16 Washington Adv
		20.42	20.61	27.25	19.3	5050 Shady Grove
		18.71	18.90	27.14	11.0	37 UM Easton
		19.83	20.11	26.48	7.3	2001 UM Rehab&Ortho
		20.39	20.39	26.43	2.4	6 UCH-Harford
		18.81	18.93	25.37	25.1	19 Peninsula
		19.92	20.35	25.28	10.3	35 UM Charles Regi
		18.69	19.43	24.45	5.7	60 Ft Washington
		17.78	17.98	24.32	10.9	39 Calvert
		16.74	17.80	24.28	30.4	2 UMMC
		16.83	18.58	24.22	29.5	8 Mercy
		16.68	17.85	23.89	1.0	13 Bon Secours
		17.26	17.46	23.80	10.4	3 PG Hospital
		16.57	18.21	23.76	20.9	23 Anne Arundel
		17.68	17.75	23.71	4.0	28 Medstar St Mary
		16.39	16.82	23.56	2.1	45 McCready
		15.95	16.42	23.02	16.1	48 Howard County
		16.60	16.82	22.71	70.8	9 Johns Hopkins
		16.63	16.88	22.53	9.9	22 Suburban
		15.09	15.32	22.34	29.6	29 JH Bayview
		16.68	17.07	22.24	2.0	65 Holy Cross Germ
		15.50	16.20	22.11	9.5	18 Medstar Montgom
		16.67	16.67	22.00	1.0	333 Bowie Emg Ctr
		17.26	17.27	21.86	7.4	62 Medstar Souther
		16.55	16.72	21.85	20.4	4 Holy Cross
		14.85	15.35	21.70	12.6	24 Medstar Union M
		14.46	14.46	21.62	4.0	30 UM Chestertown
		15.09	15.52	21.45	3.6	55 Laurel Regional
		13.95	14.28	20.96	4.0	10 UM Dorchester
		14.00	14.39	20.89	9.2	2004 Medstar Good Sa
		15.52	15.69	20.82	10.3	32 Union of Cecil
		15.71	16.27	20.73	11.0	33 Carroll Hospita
		13.65	13.89	20.71	4.8	34 Medstar Harbor
		13.28	13.57	20.64	11.5	61 Atlantic Genera
		13.88	14.18	20.57	6.0	38 UM Midtown
		14.23	14.76	19.98	7.6	11 St Agnes
		16.23	16.58	19.74	32.4	43 UM Baltimore Wa
		13.21	13.77	19.59	23.2	15 Medstar Frankli
		12.34	12.43	19.40	4.7	17 Garrett
		14.40	14.61	19.37	7.5	51 Doctors
13.09	13.79	19.19	8.5	63 UM St. Joseph		
12.86	12.88	17.98	12.6	49 UCH-UpperChesap		
11.65	12.23	16.04	1.0	8992 UM Shock Trauma		
MDCL. RCDS. & CODING CLERK		17.24	17.60	23.91	599.2	

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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MDCL. TECHNOLOGIST (A.S.C.P)	27	29.53	29.54	47.73	2.2	64 Levindale
		32.42	36.64	46.65	4.8	88 Queen Annes Emg
		34.52	37.85	46.01	35.9	24 Medstar Union M
		34.00	35.70	44.29	19.4	34 Medstar Harbor
		32.82	34.69	44.19	13.5	38 UM Midtown
		34.75	36.39	44.14	33.7	15 Medstar Frankli
		34.06	34.06	43.98	0.6	5 Frederick
		33.05	35.34	43.66	50.5	2004 Medstar Good Sa
		32.94	35.25	42.34	32.1	23 Anne Arundel
		31.86	33.67	42.24	11.3	10 UM Dorchester
		30.63	33.97	42.06	27.0	3 PG Hospital
		26.50	33.10	42.05	4.0	13 Bon Secours
		33.31	35.02	41.96	19.8	32 Union of Cecil
		31.03	32.05	41.62	29.9	37 UM Easton
		31.39	32.95	41.30	21.3	39 Calvert
		28.10	32.43	40.58	176.8	2 UMMC
		31.12	32.31	40.49	35.4	22 Suburban
		31.24	33.01	40.31	22.2	28 Medstar St Mary
		31.24	33.12	40.21	3.9	333 Bowie Emg Ctr
		31.41	32.47	39.89	53.5	44 GBMC
		33.51	33.82	39.85	16.2	33 Carroll Hospita
		30.83	32.76	39.80	50.0	11 St Agnes
		31.78	32.10	39.35	21.3	6 UCH-Harford
		30.43	32.14	39.27	56.0	4 Holy Cross
		30.28	32.63	39.11	19.5	51 Doctors
		31.81	32.02	39.03	41.1	8 Mercy
		31.15	31.43	38.65	32.7	49 UCH-UpperChesap
		29.15	31.55	38.61	13.7	65 Holy Cross Germ
		29.80	31.44	38.36	25.2	40 Northwest
		28.21	30.40	37.93	10.0	55 Laurel Regional
		28.15	28.41	37.83	12.5	30 UM Chestertown
		28.02	29.75	37.32	281.9	9 Johns Hopkins
		28.92	32.72	36.74	23.0	43 UM Baltimore Wa
		29.19	30.36	36.31	22.4	35 UM Charles Regi
		27.60	28.90	36.08	57.6	12 Sinai
		26.73	27.03	35.99	6.6	17 Garrett
		26.84	28.23	35.67	35.3	19 Peninsula
		24.53	24.53	34.89	1.0	27 Western Marylan
		27.07	28.34	33.91	21.8	62 Medstar Souther
		24.91	26.09	33.63	6.6	45 McCready
		25.97	27.60	33.31	7.8	60 Ft Washington
		23.20	24.31	30.68	50.9	63 UM St. Joseph
MDCL. TECHNOLOGIST (A.S.C.P)		30.09	31.81	39.71	1,410.9	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MDCL. TRANSCRIPTIONIST	28	22.06	32.27	38.73	2.1	51 Doctors
		21.16	21.16	37.27	0.0	64 Levindale
		25.65	25.78	32.54	3.4	18 Medstar Montgom
		24.37	24.73	30.71	1.7	32 Union of Cecil
		24.28	24.28	30.64	1.0	44 GBMC
		23.23	23.29	30.55	2.4	2004 Medstar Good Sa
		21.42	22.79	29.47	7.1	9 Johns Hopkins
		23.98	24.20	29.37	3.1	33 Carroll Hospita
		22.85	22.85	29.09	1.0	49 UCH-UpperChesap
		22.03	22.50	28.95	1.3	12 Sinai
		21.81	21.96	28.83	5.5	24 Medstar Union M
		23.50	23.50	28.63	2.0	62 Medstar Souther
		22.05	22.64	28.54	9.5	4 Holy Cross
		18.70	19.17	28.31	14.6	27 Western Marylan
		21.32	21.61	27.75	1.4	40 Northwest
		19.65	19.68	27.30	1.0	61 Atlantic Genera
		20.18	20.59	27.28	1.1	39 Calvert
		20.34	20.41	27.11	1.0	16 Washington Adv
		20.41	20.47	26.66	1.2	28 Medstar St Mary
		19.18	19.95	26.51	2.1	5050 Shady Grove
		19.25	19.25	26.51	0.9	34 Medstar Harbor
		20.44	20.44	26.45	3.0	63 UM St. Joseph
		19.91	20.00	26.35	3.0	15 Medstar Frankli
		14.94	18.25	26.24	15.6	5 Frederick
		20.23	20.29	26.11	22.5	8 Mercy
		20.25	20.27	26.05	11.5	11 St Agnes
		19.04	19.60	25.90	1.0	2001 UM Rehab&Ortho
		16.76	17.37	25.46	1.5	37 UM Easton
		17.43	17.43	23.87	1.0	2 UMMC
		15.33	16.29	23.79	2.7	17 Garrett
19.36	20.13	23.48	8.8	43 UM Baltimore Wa		
16.57	16.93	23.14	20.8	19 Peninsula		
17.25	17.25	22.94	1.0	6 UCH-Harford		
16.82	17.03	21.28	1.0	8992 UM Shock Trauma		
12.30	12.91	19.31	1.1	45 McCready		
MDCL. TRANSCRIPTIONIST		20.12	20.78	27.46	158.0	

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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MEDICAL RECORDS TECHNICIAN ART	23	41.75	42.10	50.18	1.3	28 Medstar St Mary
		40.20	40.20	48.06	1.0	8 Mercy
		25.60	38.62	47.26	4.1	2001 UM Rehab&Ortho
		23.67	39.23	46.34	1.5	51 Doctors
		35.20	35.20	43.41	4.7	19 Peninsula
		25.75	25.79	43.30	2.3	64 Levindale
		32.88	35.27	42.80	1.2	65 Holy Cross Germ
		32.63	32.85	40.89	2.8	5050 Shady Grove
		30.53	30.71	39.13	12.3	48 Howard County
		30.92	31.40	39.03	12.1	55 Laurel Regional
		32.20	32.60	37.97	0.1	87 Germantown Emg
		31.47	31.47	37.54	0.9	35 UM Charles Regi
		28.07	29.54	37.35	16.2	2004 Medstar Good Sa
		30.09	30.29	37.18	21.9	4 Holy Cross
		29.60	30.03	37.17	7.9	18 Medstar Montgom
		26.84	27.07	36.13	27.8	5 Frederick
		28.29	28.66	36.09	15.1	24 Medstar Union M
		28.43	28.49	36.04	14.5	22 Suburban
		28.06	28.51	36.03	23.6	3 PG Hospital
		28.49	28.55	35.97	27.0	9 Johns Hopkins
		27.64	28.03	35.68	35.6	2 UMMC
		27.69	27.99	35.58	2.2	16 Washington Adv
		26.03	28.47	35.54	29.8	15 Medstar Frankli
		26.87	26.94	35.52	14.9	29 JH Bayview
		30.72	31.44	35.38	12.0	43 UM Baltimore Wa
		29.20	29.48	35.34	4.2	60 Ft Washington
		26.59	28.71	35.33	2.6	333 Bowie Emg Ctr
		28.04	28.19	35.28	5.7	12 Sinai
		28.39	28.56	35.24	2.8	40 Northwest
		25.89	25.89	34.91	2.0	30 UM Chestertown
		28.16	28.31	34.62	14.0	32 Union of Cecil
		24.17	24.23	34.51	17.7	27 Western Marylan
		26.13	26.25	34.47	10.7	38 UM Midtown
		27.31	27.63	34.15	22.0	11 St Agnes
		26.51	26.93	33.63	12.4	44 GBMC
		25.73	26.07	32.68	34.1	49 UCH-UpperChesap
		25.03	25.85	31.17	17.3	33 Carroll Hospita
		23.86	24.68	30.82	9.3	23 Anne Arundel
		22.75	23.23	30.81	6.5	34 Medstar Harbor
		21.27	23.57	30.69	9.9	13 Bon Secours
		23.82	23.88	30.28	8.8	6 UCH-Harford
		19.37	19.44	27.03	7.0	61 Atlantic Genera
		18.85	20.70	26.74	23.4	63 UM St. Joseph
		16.97	17.27	24.90	4.0	17 Garrett
MEDICAL RECORDS TECHNICIAN ART		27.67	28.82	36.32	506.7	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MRI TECHNOLOGIST	37	60.91	58.34	67.66	0.1	40 Northwest
		36.25	51.68	62.03	0.9	16 Washington Adv
		36.06	46.80	58.13	1.3	38 UM Midtown
		41.97	46.12	57.71	3.3	1 Meritus
		42.50	45.87	55.10	2.0	2004 Medstar Good Sa
		42.04	45.15	54.51	2.7	34 Medstar Harbor
		42.44	46.33	54.32	4.2	32 Union of Cecil
		40.00	44.71	54.11	0.2	5050 Shady Grove
		42.30	45.97	54.03	7.1	23 Anne Arundel
		38.97	41.35	51.02	6.4	22 Suburban
		35.36	37.13	50.35	4.0	27 Western Marylan
		39.94	42.33	50.34	6.1	11 St Agnes
		35.21	39.85	50.17	4.5	29 JH Bayview
		38.38	41.72	50.09	5.1	4 Holy Cross
		38.47	41.07	49.49	3.0	24 Medstar Union M
		37.40	38.78	49.00	0.6	37 UM Easton
		39.58	40.72	48.88	1.8	6 UCH-Harford
		35.97	39.01	47.92	15.5	2 UMMC
		35.92	39.15	47.78	5.2	19 Peninsula
		32.39	39.40	47.47	3.1	65 Holy Cross Germ
		35.23	37.26	47.00	3.5	13 Bon Secours
		34.99	37.85	46.07	5.5	12 Sinai
		34.21	39.13	45.98	3.1	35 UM Charles Regi
		35.35	36.42	45.26	1.8	10 UM Dorchester
		36.20	37.28	45.18	3.6	49 UCH-UpperChesap
		36.71	36.99	44.51	7.2	8 Mercy
		33.54	36.01	44.39	53.3	9 Johns Hopkins
		33.41	36.06	43.78	3.8	15 Medstar Frankli
		29.66	30.44	39.91	3.0	5 Frederick
		13.07	14.78	17.84	8.9	43 UM Baltimore Wa
MRI TECHNOLOGIST		37.15	40.46	49.33	170.6	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name		
NUCLEAR MEDICINE TECHNOLOGIST (REG.)	29	46.36	51.27	62.56	4.0	22 Suburban		
		44.31	51.10	61.88	2.3	39 Calvert		
		46.09	49.46	57.84	19.8	23 Anne Arundel		
		43.40	45.51	57.02	4.7	1 Meritus		
		40.39	48.80	56.64	2.3	35 UM Charles Regi		
		36.58	47.18	56.27	1.6	65 Holy Cross Germ		
		40.27	45.23	54.83	2.7	16 Washington Adv		
		44.73	45.46	54.57	14.1	44 GBMC		
		36.72	45.25	54.37	3.8	55 Laurel Regional		
		42.57	44.87	54.01	3.3	2004 Medstar Good Sa		
		44.42	48.73	53.60	4.4	43 UM Baltimore Wa		
		43.00	44.36	52.88	1.7	6 UCH-Harford		
		35.01	41.72	52.29	1.9	38 UM Midtown		
		41.60	45.21	52.24	2.6	33 Carroll Hospita		
		40.78	42.75	51.76	4.5	3 PG Hospital		
		35.44	42.56	51.71	2.9	5050 Shady Grove		
		38.64	43.16	51.48	4.5	15 Medstar Frankli		
		36.61	44.13	51.22	1.6	60 Ft Washington		
		40.65	43.20	51.03	11.6	40 Northwest		
		37.71	42.78	50.92	3.0	28 Medstar St Mary		
		37.58	41.70	50.91	7.1	2 UMMC		
		38.32	42.37	50.83	5.2	4 Holy Cross		
		34.32	40.16	50.82	2.1	5 Frederick		
		38.01	42.45	50.68	2.6	18 Medstar Montgom		
		38.95	42.26	49.87	4.7	32 Union of Cecil		
		37.35	39.49	49.82	8.4	37 UM Easton		
		38.91	41.35	49.79	4.0	24 Medstar Union M		
		38.14	42.89	49.74	2.6	62 Medstar Souther		
		38.75	39.24	49.36	1.0	13 Bon Secours		
		38.58	40.55	48.83	5.9	49 UCH-UpperChesap		
		38.41	40.21	48.70	10.9	12 Sinai		
		36.55	41.24	48.55	4.7	51 Doctors		
		37.62	39.55	48.40	12.3	9 Johns Hopkins		
		34.83	35.50	48.35	11.8	27 Western Marylan		
		34.16	39.56	48.24	5.7	19 Peninsula		
		33.40	38.53	47.95	3.4	48 Howard County		
		37.58	39.89	47.66	15.3	11 St Agnes		
		34.23	36.80	45.95	1.1	61 Atlantic Genera		
		33.05	35.44	45.16	4.8	29 JH Bayview		
		37.22	37.41	44.98	5.0	8 Mercy		
		33.14	33.17	43.36	1.6	30 UM Chestertown		
		31.65	31.79	41.40	2.0	17 Garrett		
		29.84	32.77	41.12	3.0	34 Medstar Harbor		
		30.72	30.86	39.18	1.0	10 UM Dorchester		
		28.25	31.68	38.72	4.7	63 UM St. Joseph		
		NUCLEAR MEDICINE TECHNOLOGIST (REG.)		37.89	41.55	50.39	227.8	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. B	60	46.70	72.68	83.99	1.0	333 Bowie Emg Ctr
		55.83	58.73	70.54	3.0	39 Calvert
		58.46	59.81	70.30	4.2	49 UCH-UpperChesap
		58.60	59.46	70.19	19.1	12 Sinai
		56.22	56.22	68.33	15.0	22 Suburban
		55.33	55.33	67.72	2.0	29 JH Bayview
		57.66	57.66	67.56	4.0	6 UCH-Harford
		53.91	53.91	66.60	6.0	1 Meritus
		57.12	57.12	65.95	3.0	51 Doctors
		56.55	56.55	65.90	2.0	28 Medstar St Mary
		54.26	54.26	64.91	2.0	2 UMMC
		54.67	54.67	64.19	15.1	24 Medstar Union M
		53.04	53.04	63.39	15.8	5050 Shady Grove
		53.72	53.72	62.93	16.2	15 Medstar Frankli
		52.94	52.94	62.92	6.1	34 Medstar Harbor
		52.90	52.90	62.72	17.8	4 Holy Cross
		52.37	52.60	62.41	15.4	2004 Medstar Good Sa
		51.75	51.75	62.19	61.8	9 Johns Hopkins
		50.93	50.93	61.92	16.0	48 Howard County
		52.52	52.52	61.48	1.9	63 UM St. Joseph
		49.57	49.57	61.37	8.0	5 Frederick
		49.40	49.40	61.14	9.0	38 UM Midtown
		50.98	50.98	60.86	11.0	3 PG Hospital
		46.91	51.91	60.50	3.0	23 Anne Arundel
		50.57	50.66	59.08	9.9	40 Northwest
		51.42	51.42	59.01	9.0	33 Carroll Hospita
		49.11	49.11	57.81	6.0	11 St Agnes
		42.96	42.96	57.49	13.0	27 Western Marylan
		48.51	48.51	57.21	13.5	8 Mercy
		47.88	47.88	57.05	0.3	65 Holy Cross Germ
		46.64	47.21	55.87	25.0	18 Medstar Montgom
		47.96	47.96	55.72	5.0	35 UM Charles Regi
		49.88	49.88	54.80	11.5	43 UM Baltimore Wa
		45.05	45.05	54.63	3.0	16 Washington Adv
		45.17	45.17	54.29	7.0	55 Laurel Regional
		45.81	45.81	52.92	19.0	62 Medstar Souther
		39.62	39.87	50.58	4.0	17 Garrett
		39.55	41.20	48.04	1.1	60 Ft Washington
		36.96	36.96	47.03	1.0	37 UM Easton
		34.46	34.46	42.72	2.0	45 McCready
NURSE MGR. B		50.10	51.07	60.86	388.6	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE PRACT./CLINICAL NURSE SPEC.	31	450.88	450.88	497.07	0.2	61 Atlantic Genera
		65.14	70.38	81.23	39.4	11 St Agnes
		60.07	65.62	74.20	58.4	8992 UM Shock Trauma
		57.15	58.69	72.53	3.0	13 Bon Secours
		53.90	59.07	70.27	178.2	2 UMMC
		49.96	59.77	69.90	1.3	6 UCH-Harford
		59.76	59.76	68.10	1.2	33 Carroll Hospita
		45.68	45.68	66.71	1.2	64 Levindale
		56.78	56.78	66.29	3.6	18 Medstar Montgom
		52.36	52.99	65.07	26.8	29 JH Bayview
		51.31	54.87	64.40	19.7	24 Medstar Union M
		53.06	53.06	64.33	1.0	48 Howard County
		53.69	53.77	63.84	23.4	12 Sinai
		52.40	53.17	63.54	4.6	5050 Shady Grove
		53.22	53.33	63.20	13.7	2004 Medstar Good Sa
		52.93	52.93	62.75	0.9	65 Holy Cross Germ
		51.51	52.25	62.75	191.7	9 Johns Hopkins
		50.71	52.01	62.40	12.0	16 Washington Adv
		46.97	51.76	61.69	19.7	44 GBMC
		49.66	51.43	61.06	5.4	4 Holy Cross
		49.13	50.64	60.07	24.2	49 UCH-UpperChesap
		49.44	49.44	59.21	0.6	19 Peninsula
		47.67	48.03	58.79	21.2	22 Suburban
		48.98	49.02	58.69	5.5	34 Medstar Harbor
		47.18	47.18	58.58	5.5	38 UM Midtown
		46.56	46.81	58.27	15.3	5 Frederick
		47.74	48.96	57.78	41.2	15 Medstar Frankli
		46.00	47.97	57.53	5.9	3 PG Hospital
		48.08	48.08	56.23	1.0	32 Union of Cecil
		47.93	51.03	56.01	30.7	43 UM Baltimore Wa
		47.17	47.17	55.74	10.3	8 Mercy
		44.20	47.32	55.49	2.2	23 Anne Arundel
		45.07	45.07	54.74	0.4	10 UM Dorchester
		42.20	43.47	54.68	5.5	1 Meritus
		37.14	40.21	54.13	4.4	27 Western Marylan
		45.57	45.57	53.96	4.0	28 Medstar St Mary
		44.11	45.47	53.78	47.2	63 UM St. Joseph
		42.62	42.62	53.25	1.8	37 UM Easton
		44.13	44.13	53.23	1.0	45 McCready
		43.98	43.98	51.87	2.0	40 Northwest
		42.48	42.67	51.82	4.4	2001 UM Rehab&Ortho
		42.64	42.64	50.08	2.5	51 Doctors
		38.45	38.45	45.24	4.3	35 UM Charles Regi
NURSE PRACT./CLINICAL NURSE SPEC.		58.27	59.63	70.48	846.4	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
OTHER HOSPITAL SPECIFIC	70	86.98	135.99	155.24	119.9	49 UCH-UpperChesap
		58.28	62.84	72.42	37.1	23 Anne Arundel
		48.59	50.45	60.51	32.7	5050 Shady Grove
		46.31	48.21	58.16	32.7	16 Washington Adv
		50.00	50.01	57.98	3.5	35 UM Charles Regi
		45.53	49.83	57.96	31.7	51 Doctors
		45.67	45.71	56.69	0.0	88 Queen Annes Emg
		39.12	40.43	51.21	2.8	17 Garrett
		41.07	41.91	50.97	70.3	2001 UM Rehab&Ortho
		38.46	40.16	50.50	53.0	38 UM Midtown
		40.76	40.80	50.30	6.5	61 Atlantic Genera
		30.54	30.56	48.93	22.5	64 Levindale
		36.32	38.78	48.81	32.2	13 Bon Secours
		38.91	39.97	47.87	23.9	28 Medstar St Mary
		38.07	38.68	46.91	143.3	44 GBMC
		37.99	38.33	46.21	108.1	18 Medstar Montgom
		36.64	37.08	46.04	82.4	22 Suburban
		35.06	37.25	45.96	391.6	2 UMMC
		39.13	39.13	45.80	2.1	60 Ft Washington
		34.85	35.53	45.62	227.9	5 Frederick
		37.57	38.18	45.41	59.0	32 Union of Cecil
		35.08	36.23	45.35	114.0	48 Howard County
		35.65	36.80	45.19	82.1	19 Peninsula
		34.54	34.54	44.96	16.9	30 UM Chestertown
		36.36	36.86	44.61	33.2	6 UCH-Harford
		36.33	37.08	44.56	85.2	11 St Agnes
		35.50	36.44	44.49	143.9	24 Medstar Union M
		36.57	37.02	44.37	47.6	40 Northwest
		34.05	34.43	44.36	161.6	1 Meritus
		33.75	34.35	44.16	129.0	37 UM Easton
		33.59	36.07	43.52	100.5	63 UM St. Joseph
		30.65	34.60	43.17	60.1	39 Calvert
		35.78	38.76	43.09	409.1	43 UM Baltimore Wa
		33.56	34.24	42.86	34.8	10 UM Dorchester
		30.20	30.66	42.41	97.7	27 Western Marylan
		32.34	32.66	42.02	273.0	29 JH Bayview
		33.07	34.51	41.95	83.2	4 Holy Cross
		32.59	33.93	41.84	59.8	55 Laurel Regional
		31.66	32.37	40.69	82.6	34 Medstar Harbor
		31.24	32.65	40.60	113.5	3 PG Hospital
		30.68	31.97	39.34	213.1	15 Medstar Frankli
		30.45	31.09	39.04	127.1	2004 Medstar Good Sa
		29.46	30.71	37.65	17.3	65 Holy Cross Germ
		30.17	30.66	36.41	135.8	33 Carroll Hospita
		26.75	28.27	35.37	324.2	12 Sinai
		26.12	26.79	33.98	1,194.5	9 Johns Hopkins
		26.10	27.36	32.84	97.7	62 Medstar Souther
		26.20	27.20	32.06	0.1	87 Germantown Emg
		24.08	24.34	30.57	222.7	8 Mercy
		20.69	22.89	28.89	7.3	333 Bowie Emg Ctr
		20.89	22.98	27.77	14.8	8992 UM Shock Trauma
OTHER HOSPITAL SPECIFIC		36.08	38.20	46.82	5,965.5	

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Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
OTHER NON-HOSPITAL SPECIFIC	71	50.94	55.07	64.40	118.5	15 Medstar Frankli
		52.22	52.22	60.00	3.0	60 Ft Washington
		50.03	50.34	59.51	89.1	24 Medstar Union M
		50.35	51.56	58.72	0.7	87 Germantown Emg
		48.47	48.56	58.19	55.0	34 Medstar Harbor
		45.68	46.18	55.75	55.9	5050 Shady Grove
		46.57	46.73	55.35	29.8	18 Medstar Montgom
		43.66	45.63	55.28	32.4	16 Washington Adv
		43.68	43.71	51.46	21.5	32 Union of Cecil
		42.14	42.46	51.40	96.4	2004 Medstar Good Sa
		40.36	43.24	51.05	106.5	23 Anne Arundel
		39.23	39.78	48.78	319.4	2 UMMC
		40.10	40.66	48.62	27.4	28 Medstar St Mary
		36.63	37.07	47.02	219.1	29 JH Bayview
		33.95	34.25	46.81	75.4	27 Western Marylan
		35.84	36.30	46.48	91.8	5 Frederick
		35.19	35.86	45.54	63.8	38 UM Midtown
		36.11	36.39	45.24	84.0	22 Suburban
		35.74	36.10	45.21	92.7	48 Howard County
		33.26	35.43	44.82	32.3	13 Bon Secours
		35.95	36.92	44.26	103.5	40 Northwest
		36.08	36.33	43.76	4.1	333 Bowie Emg Ctr
		33.85	33.89	43.74	54.0	1 Meritus
		34.38	34.46	43.39	26.4	61 Atlantic Genera
		33.49	34.12	42.21	26.8	2001 UM Rehab&Ortho
		32.91	33.41	41.81	71.5	39 Calvert
		35.21	35.32	41.79	38.2	35 UM Charles Regi
		35.35	35.35	41.24	5.0	8992 UM Shock Trauma
		31.66	31.70	41.23	31.1	37 UM Easton
		33.45	33.65	40.78	77.5	11 St Agnes
		23.30	23.38	40.49	72.7	64 Levindale
		32.69	33.11	40.29	153.6	63 UM St. Joseph
		31.46	31.62	39.99	11.1	10 UM Dorchester
		33.42	33.72	39.74	76.1	33 Carroll Hospita
		31.65	31.87	39.56	14.2	55 Laurel Regional
		29.69	29.72	39.36	9.2	30 UM Chestertown
		31.52	32.10	39.22	232.7	4 Holy Cross
		30.90	31.38	39.20	33.7	3 PG Hospital
		30.62	31.02	38.77	1,527.1	9 Johns Hopkins
		30.68	30.93	37.83	204.5	8 Mercy
		30.58	30.62	37.76	95.0	49 UCH-UpperChesap
		30.32	30.59	37.69	56.3	6 UCH-Harford
		29.78	30.83	37.14	119.1	51 Doctors
		27.67	27.77	36.84	17.2	17 Garrett
		26.78	26.94	35.95	1.5	88 Queen Annes Emg
		28.32	28.76	35.70	202.4	44 GBMC
		27.37	27.80	35.20	95.9	19 Peninsula
		26.91	28.02	35.10	358.8	12 Sinai
		28.91	30.20	34.09	303.3	43 UM Baltimore Wa
		25.96	26.31	31.70	48.7	62 Medstar Souther
		22.49	23.02	28.97	30.4	65 Holy Cross Germ
		8.51	8.69	14.73	2.3	45 McCready
OTHER NON-HOSPITAL SPECIFIC		34.65	35.21	43.44	5,718.2	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PATIENT CARE/NURSING AIDE II	33	19.45	19.45	35.88	1.7	64 Levindale
		22.02	24.27	31.49	60.4	2 UMMC
		19.31	21.24	27.99	13.3	3 PG Hospital
		18.76	20.99	27.63	49.7	13 Bon Secours
		19.59	22.41	27.14	5.3	8992 UM Shock Trauma
		17.22	19.84	26.08	71.5	18 Medstar Montgom
		17.67	19.60	25.97	6.6	55 Laurel Regional
		15.92	18.53	25.38	213.9	2004 Medstar Good Sa
		16.13	17.44	25.33	61.0	5 Frederick
		17.48	19.59	24.63	13.1	60 Ft Washington
		15.18	17.73	24.50	129.5	48 Howard County
		15.40	17.29	24.39	103.5	34 Medstar Harbor
		17.60	19.38	24.16	35.7	62 Medstar Souther
		17.39	19.83	23.99	9.4	87 Germantown Emg
		17.34	18.38	23.98	29.2	44 GBMC
		15.61	17.41	23.92	189.1	24 Medstar Union M
		15.74	17.43	23.78	127.0	16 Washington Adv
		16.78	17.89	23.71	112.5	22 Suburban
		16.83	18.16	23.71	268.9	23 Anne Arundel
		15.08	17.56	23.70	342.4	15 Medstar Frankli
		15.92	16.47	23.65	308.9	29 JH Bayview
		15.77	17.37	23.63	192.2	5050 Shady Grove
		16.67	17.57	23.57	476.6	9 Johns Hopkins
		15.10	16.69	23.46	105.8	38 UM Midtown
		15.86	16.09	23.42	186.0	1 Meritus
		14.36	17.14	23.37	48.7	19 Peninsula
		13.33	16.04	22.90	27.9	10 UM Dorchester
		12.68	15.05	22.89	73.6	37 UM Easton
		14.39	16.60	22.75	43.6	39 Calvert
		15.93	16.89	22.67	67.0	12 Sinai
		15.07	15.28	22.57	18.0	30 UM Chestertown
		13.71	15.22	22.44	22.7	61 Atlantic Genera
		15.35	17.38	22.40	133.1	51 Doctors
		15.62	17.12	22.38	71.0	32 Union of Cecil
		13.49	14.33	22.37	106.2	27 Western Marylan
		16.66	17.76	22.35	63.7	33 Carroll Hospita
		16.24	16.55	22.19	38.2	6 UCH-Harford
		14.72	16.20	22.03	101.8	28 Medstar St Mary
		14.83	16.17	21.89	135.9	40 Northwest
		13.53	14.46	21.71	34.1	17 Garrett
		15.24	16.60	21.71	24.4	65 Holy Cross Germ
		13.43	15.83	21.67	37.3	2001 UM Rehab&Ortho
		15.39	16.50	21.60	127.4	4 Holy Cross
		15.25	15.90	21.26	115.4	8 Mercy
		15.31	15.58	20.99	124.2	49 UCH-UpperChesap
		14.47	15.64	20.95	143.6	11 St Agnes
		13.17	13.61	20.07	6.5	45 McCready
13.22	13.90	18.17	89.3	35 UM Charles Regi		
10.48	12.12	17.37	253.0	63 UM St. Joseph		
11.05	12.00	14.92	29.7	43 UM Baltimore Wa		
PATIENT CARE/NURSING AIDE II		15.66	17.17	23.41	5,049.7	

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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHARMACY TECH.	34	17.09	17.09	33.08	1.2	64 Levindale
		20.36	22.17	29.50	16.1	48 Howard County
		19.72	21.49	28.93	10.7	34 Medstar Harbor
		21.45	22.79	28.75	29.8	23 Anne Arundel
		18.32	21.24	28.70	9.6	38 UM Midtown
		19.23	23.08	28.64	11.4	51 Doctors
		19.79	21.42	28.53	13.5	2004 Medstar Good Sa
		18.96	21.48	27.95	20.6	15 Medstar Franklii
		20.63	21.52	27.91	12.3	18 Medstar Montgom
		19.92	22.33	27.59	3.2	60 Ft Washington
		19.38	20.76	27.46	13.6	3 PG Hospital
		19.16	20.66	27.43	16.9	24 Medstar Union M
		18.64	19.05	27.14	22.4	5 Frederick
		20.33	20.67	26.52	21.4	8 Mercy
		18.72	19.93	26.34	6.2	55 Laurel Regional
		18.37	18.62	26.31	22.4	1 Meritus
		17.23	17.41	26.15	20.6	27 Western Marylan
		17.99	19.47	26.00	11.3	39 Calvert
		18.22	19.25	25.81	15.0	16 Washington Adv
		18.91	19.98	25.52	13.3	32 Union of Cecil
		17.62	18.00	25.38	26.5	29 JH Bayview
		18.85	19.42	25.36	6.6	6 UCH-Harford
		16.13	17.23	25.29	15.2	37 UM Easton
		17.16	18.96	25.18	8.0	2001 UM Rehab&Ortho
		17.35	18.68	25.10	21.9	5050 Shady Grove
		19.02	20.22	25.07	10.0	62 Medstar Souther
		18.34	19.06	24.87	20.8	49 UCH-UpperChesap
		18.13	19.14	24.84	23.1	44 GBMC
		16.07	18.24	24.77	108.4	2 UMMC
		18.05	18.56	24.68	139.5	9 Johns Hopkins
		17.50	19.22	24.67	5.5	65 Holy Cross Germ
		17.71	19.03	24.46	25.4	4 Holy Cross
		14.71	18.28	24.40	12.4	13 Bon Secours
		17.26	18.31	24.19	17.8	22 Suburban
		17.32	18.04	23.92	14.0	40 Northwest
		16.57	20.53	23.90	19.7	43 UM Baltimore Wa
		16.33	16.34	23.79	3.0	30 UM Chestertown
		16.37	17.51	23.36	40.3	12 Sinai
		16.10	17.32	23.24	7.8	28 Medstar St Mary
		17.86	18.44	23.09	12.7	33 Carroll Hospita
		17.16	18.73	22.79	0.6	87 Germantown Emg
		14.68	15.54	22.79	5.1	61 Atlantic Genera
		14.86	15.05	22.38	3.3	17 Garrett
15.81	16.67	22.09	20.8	11 St Agnes		
14.29	15.52	21.58	30.1	19 Peninsula		
16.51	16.95	21.53	6.9	35 UM Charles Regi		
13.50	13.50	19.95	1.0	45 McCready		
11.28	11.81	17.04	24.3	63 UM St. Joseph		
PHARMACY TECH.		17.60	18.85	25.29	921.9	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHYS. THERAPIST	35	47.99	54.50	65.74	3.0	39 Calvert
		49.97	52.48	60.87	10.0	51 Doctors
		40.15	40.63	60.76	8.6	64 Levindale
		45.62	48.91	57.90	2.3	6 UCH-Harford
		46.06	49.02	57.26	2.3	32 Union of Cecil
		47.25	47.25	55.92	4.8	18 Medstar Montgom
		45.74	45.74	55.14	5.5	34 Medstar Harbor
		44.31	44.63	54.83	13.7	48 Howard County
		42.84	43.24	54.42	16.2	1 Meritus
		42.67	44.21	54.34	8.8	22 Suburban
		43.29	43.29	54.19	1.0	13 Bon Secours
		43.73	44.99	54.15	32.8	2004 Medstar Good Sa
		44.43	45.21	54.03	14.1	49 UCH-UpperChesap
		42.09	44.39	53.89	11.9	16 Washington Adv
		41.37	44.55	53.78	9.8	19 Peninsula
		43.25	44.85	53.58	14.9	24 Medstar Union M
		43.33	43.94	52.92	3.8	55 Laurel Regional
		38.99	39.02	52.66	6.8	27 Western Marylan
		42.55	43.30	52.38	4.6	3 PG Hospital
		45.07	45.18	52.24	6.9	62 Medstar Souther
		43.56	43.56	52.17	3.7	65 Holy Cross Germ
		43.21	43.21	51.53	13.4	15 Medstar Frankli
		43.47	43.61	50.67	1.6	60 Ft Washington
		38.55	40.16	50.53	35.8	29 JH Bayview
		40.33	42.75	50.52	14.3	23 Anne Arundel
		41.99	41.99	50.40	19.2	4 Holy Cross
		40.47	41.57	50.18	9.6	44 GBMC
		41.67	41.73	49.78	7.2	28 Medstar St Mary
		39.02	39.02	49.31	3.6	37 UM Easton
		41.36	41.36	49.27	14.8	11 St Agnes
		38.94	38.94	49.09	8.1	38 UM Midtown
		40.64	40.78	48.70	17.8	8 Mercy
		41.44	41.55	48.65	5.2	35 UM Charles Regi
		39.52	39.52	48.63	1.0	10 UM Dorchester
		39.07	39.40	48.13	37.7	2001 UM Rehab&Ortho
		40.11	40.12	47.71	13.2	40 Northwest
		36.72	38.63	47.49	39.2	2 UMMC
		37.32	37.83	46.38	3.2	45 McCreedy
		41.37	41.44	45.92	11.1	43 UM Baltimore Wa
		34.50	37.03	45.55	60.3	9 Johns Hopkins
		36.81	37.29	45.44	41.9	12 Sinai
		36.21	36.91	44.43	15.8	63 UM St. Joseph
PHYS. THERAPIST		41.83	42.80	51.94	559.0	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHYSI. & OCCUP. THERAPIST ASST.	65	28.25	35.89	55.17	2.1	64 Levindale
		40.00	40.00	50.27	0.1	13 Bon Secours
		33.49	35.66	44.01	9.7	2004 Medstar Good Sa
		32.49	33.08	42.49	3.4	29 JH Bayview
		32.49	32.63	40.96	2.2	34 Medstar Harbor
		32.59	33.09	40.56	1.6	15 Medstar Frankli
		31.84	32.16	39.54	2.9	44 GBMC
		30.80	31.53	39.18	3.5	24 Medstar Union M
		30.36	31.58	38.64	1.4	4 Holy Cross
		29.53	30.25	37.07	3.9	40 Northwest
		28.19	29.07	36.61	3.9	19 Peninsula
		30.00	30.00	36.47	0.1	32 Union of Cecil
		27.80	29.17	35.89	6.9	8 Mercy
		28.27	28.44	35.56	5.7	12 Sinai
		25.67	25.82	34.75	3.7	37 UM Easton
		27.80	27.80	34.60	0.9	6 UCH-Harford
		26.14	26.14	34.35	1.0	38 UM Midtown
		25.30	25.34	33.98	21.5	1 Meritus
		26.18	26.55	33.79	1.9	22 Suburban
		23.51	23.58	33.72	13.8	27 Western Marylan
		26.61	26.61	33.03	2.8	11 St Agnes
		25.71	26.00	32.69	2.5	28 Medstar St Mary
		24.58	24.90	31.85	3.8	9 Johns Hopkins
		23.75	25.09	31.53	7.1	63 UM St. Joseph
		23.77	24.39	31.47	2.8	5050 Shady Grove
		21.81	22.06	30.35	1.0	17 Garrett
		24.94	24.94	30.34	2.0	35 UM Charles Regi
		24.61	24.61	29.82	1.8	33 Carroll Hospita
		23.19	23.59	29.63	7.6	23 Anne Arundel
		22.37	22.37	29.29	1.4	39 Calvert
		25.25	25.45	29.07	3.4	43 UM Baltimore Wa
		20.13	20.40	27.09	4.2	16 Washington Adv
		19.72	19.93	26.27	20.4	2001 UM Rehab&Ortho
		17.70	18.30	24.74	3.2	3 PG Hospital
		17.46	18.35	24.08	4.6	49 UCH-UpperChesap
		16.80	17.02	23.41	16.6	2 UMMC
		16.59	17.26	23.38	3.5	55 Laurel Regional
		15.84	16.22	22.80	3.7	48 Howard County
		12.37	12.62	18.21	1.6	18 Medstar Montgom
		12.94	12.95	17.55	4.7	51 Doctors
PHYSI. & OCCUP. THERAPIST ASST.		25.17	25.77	33.11	188.5	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHYSICIANS ASST.	17	57.35	57.35	80.43	4.0	64 Levindale
		39.94	66.14	79.96	0.6	5 Frederick
		55.13	67.19	79.36	9.8	16 Washington Adv
		60.00	60.00	73.56	1.0	1 Meritus
		54.53	62.42	73.39	3.6	55 Laurel Regional
		53.28	58.05	67.65	32.5	11 St Agnes
		50.71	56.65	67.58	8.2	2 UMMC
		45.06	57.65	67.30	13.9	8 Mercy
		48.66	57.67	67.22	53.1	15 Medstar Frankli
		49.80	56.47	66.58	10.4	49 UCH-UpperChesap
		50.07	55.93	66.03	34.1	2004 Medstar Good Sa
		53.15	54.32	64.82	13.9	5050 Shady Grove
		50.94	55.09	64.64	31.2	24 Medstar Union M
		50.97	52.06	64.02	37.9	29 JH Bayview
		51.05	51.65	62.07	63.9	9 Johns Hopkins
		51.47	51.75	61.59	40.9	12 Sinai
		50.15	50.35	61.27	2.5	48 Howard County
		48.20	51.26	61.13	15.4	44 GBMC
		50.39	50.61	60.46	19.6	3 PG Hospital
		50.77	51.92	60.25	15.1	3 Doctors
		47.32	50.18	59.94	12.0	34 Medstar Harbor
		46.50	47.03	58.41	11.0	38 UM Midtown
		39.60	46.61	58.14	5.0	13 Bon Secours
		46.00	48.47	57.24	6.4	18 Medstar Montgom
		48.07	49.81	56.98	5.0	8992 UM Shock Trauma
		45.19	45.19	53.08	1.0	32 Union of Cecil
		43.69	43.69	52.96	5.7	2001 UM Rehab&Ortho
		43.08	43.08	52.78	1.0	61 Atlantic Genera
		42.80	44.11	52.30	24.2	63 UM St. Joseph
		45.47	47.48	52.27	14.6	43 UM Baltimore Wa
PHYSICIANS ASST.		48.98	53.01	63.45	497.3	
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Health Services Cost Review Commission
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
RADIOLOGIC TECHNOLOGIST (RRT REG.)	36	38.22	43.68	52.96	31.0	5050 Shady Grove
		37.26	40.60	49.66	28.0	16 Washington Adv
		33.56	38.38	47.46	16.0	39 Calvert
		30.88	36.28	46.03	12.1	38 UM Midtown
		34.61	39.22	45.22	0.2	87 Germantown Emg
		33.99	36.12	44.70	95.3	2 UMMC
		33.33	35.29	43.96	19.7	22 Suburban
		32.76	35.05	43.59	20.2	34 Medstar Harbor
		31.63	35.19	43.42	7.1	2001 UM Rehab&Ortho
		32.16	33.41	43.20	18.8	1 Meritus
		32.69	35.28	43.07	17.8	44 GBMC
		32.93	34.91	42.79	41.4	12 Sinai
		32.08	34.20	42.42	17.6	2004 Medstar Good Sa
		32.95	35.06	42.35	5.3	333 Bowie Emg Ctr
		32.18	34.13	41.99	24.4	24 Medstar Union M
		33.13	34.81	41.86	31.3	23 Anne Arundel
		33.62	34.24	41.72	10.5	6 UCH-Harford
		32.83	34.63	41.54	14.7	32 Union of Cecil
		30.77	33.92	41.29	30.9	28 Medstar St Mary
		33.25	34.03	41.25	40.8	8 Mercy
		31.06	33.64	41.15	28.7	15 Medstar Frankli
		32.64	33.67	41.13	17.0	18 Medstar Montgom
		30.41	32.21	40.82	20.4	48 Howard County
		27.99	29.31	40.76	19.8	27 Western Marylan
		30.17	31.48	40.68	24.4	29 JH Bayview
		30.34	33.24	40.51	20.3	4 Holy Cross
		29.66	32.54	40.48	96.7	9 Johns Hopkins
		30.12	31.65	40.33	9.7	13 Bon Secours
		31.09	32.51	40.26	18.1	55 Laurel Regional
		31.08	33.17	40.26	36.1	11 St Agnes
		29.66	32.22	40.13	33.1	3 PG Hospital
		32.03	33.40	39.60	8.8	60 Ft Washington
		25.70	30.07	39.40	4.7	88 Queen Annes Emg
		27.52	28.92	38.42	17.8	30 UM Chestertown
		26.22	28.64	37.86	18.8	37 UM Easton
		29.43	31.72	37.58	16.1	62 Medstar Souther
		29.76	30.30	37.40	24.7	49 UCH-UpperChesap
		28.82	30.42	36.69	12.7	51 Doctors
		25.47	27.23	36.31	12.3	5 Frederick
		26.69	27.79	36.13	14.9	61 Atlantic Genera
		27.48	29.33	36.08	10.6	40 Northwest
		24.78	29.24	35.99	7.6	65 Holy Cross Germ
		28.08	31.79	35.76	17.8	43 UM Baltimore Wa
		25.86	28.13	35.57	26.9	19 Peninsula
		28.48	29.53	35.41	15.0	35 UM Charles Regi
		25.46	27.45	35.11	5.4	45 McCready
		25.65	27.03	34.96	9.8	10 UM Dorchester
		28.23	28.79	34.37	11.6	33 Carroll Hospita
		23.62	25.23	33.94	10.2	17 Garrett
		24.01	25.40	31.86	35.6	63 UM St. Joseph
RADIOLOGIC TECHNOLOGIST (RRT REG.)		30.25	32.49	40.31	1,088.6	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
RESPIRATORY THERAPIST(NBRT REG.)	39	34.87	34.87	54.00	13.8	64 Levindale
		34.56	40.43	48.80	13.7	24 Medstar Union M
		34.61	38.64	47.46	10.9	34 Medstar Harbor
		39.31	40.42	47.04	14.3	33 Carroll Hospita
		35.94	38.66	46.56	7.2	18 Medstar Montgom
		31.47	33.77	46.23	10.8	27 Western Marylan
		35.56	37.87	46.00	23.2	44 GBMC
		30.99	35.88	45.57	29.8	38 UM Midtown
		33.36	37.63	45.47	36.7	15 Medstar Frankli
		33.75	36.60	45.44	10.1	39 Calvert
		32.59	36.17	44.55	23.3	2004 Medstar Good Sa
		32.34	35.96	44.27	5.2	2001 UM Rehab&Ortho
		32.70	34.12	44.01	29.9	1 Meritus
		33.28	35.85	43.96	20.0	55 Laurel Regional
		33.56	36.25	43.91	26.7	4 Holy Cross
		30.18	33.68	43.55	30.3	5 Frederick
		31.85	35.87	43.41	13.6	28 Medstar St Mary
		30.29	34.92	43.20	17.2	5050 Shady Grove
		30.11	34.40	43.04	7.8	10 UM Dorchester
		30.75	34.66	43.02	22.0	16 Washington Adv
		33.50	35.44	43.00	10.5	65 Holy Cross Germ
		32.76	34.65	42.81	26.0	3 PG Hospital
		30.27	34.48	42.66	129.3	9 Johns Hopkins
		34.47	36.12	42.54	5.5	60 Ft Washington
		31.20	33.12	42.53	40.3	29 JH Bayview
		24.09	36.49	42.47	2.4	8992 UM Shock Trauma
		33.64	34.91	42.45	5.9	6 UCH-Harford
		33.84	34.79	42.41	15.8	49 UCH-UpperChesap
		30.58	33.57	41.95	19.4	22 Suburban
		30.52	33.10	41.91	12.4	61 Atlantic Genera
		31.66	31.86	41.85	6.1	30 UM Chestertown
		29.30	32.13	41.71	15.5	37 UM Easton
		31.28	33.99	41.16	25.4	11 St Agnes
		28.40	32.37	41.01	20.3	48 Howard County
		28.10	32.70	40.89	125.1	2 UMMC
		33.07	33.79	40.09	10.2	35 UM Charles Regi
		28.84	32.97	40.01	28.1	40 Northwest
		29.71	32.99	39.87	31.2	23 Anne Arundel
		32.50	32.50	39.57	10.0	8 Mercy
		28.73	31.61	39.11	36.8	12 Sinai
		31.82	34.60	38.72	31.5	43 UM Baltimore Wa
		31.06	32.52	38.46	17.7	62 Medstar Souther
		26.08	28.70	36.20	34.2	19 Peninsula
		20.83	23.35	31.81	3.4	17 Garrett
		21.56	22.38	29.60	2.0	45 McCready
		20.21	22.23	28.41	32.5	63 UM St. Joseph
RESPIRATORY THERAPIST(NBRT REG.)		31.09	34.00	42.23	1,063.8	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
RESPIRATORY THERAPY TECH. (CERT.)	38	33.99	33.99	52.98	2.3	64 Levindale
		34.04	40.37	49.12	6.7	2004 Medstar Good Sa
		33.49	38.22	46.87	3.0	5050 Shady Grove
		31.90	37.83	46.84	3.6	39 Calvert
		32.60	39.40	46.74	14.1	32 Union of Cecil
		34.19	36.32	46.51	1.6	5 Frederick
		32.33	37.42	46.11	5.3	16 Washington Adv
		33.91	39.10	45.75	0.8	60 Ft Washington
		32.24	36.06	44.40	3.9	2001 UM Rehab&Ortho
		30.84	35.42	44.00	2.9	34 Medstar Harbor
		31.94	36.58	43.45	14.9	51 Doctors
		32.80	35.74	43.33	12.1	4 Holy Cross
		33.22	35.26	42.91	8.5	15 Medstar Frankli
		35.96	36.37	42.62	8.4	33 Carroll Hospita
		33.87	34.89	41.95	4.0	23 Anne Arundel
		29.98	33.59	41.41	4.7	24 Medstar Union M
		32.56	35.20	41.38	18.4	62 Medstar Souther
		28.38	32.23	41.01	12.0	13 Bon Secours
		32.37	33.31	40.46	10.0	8 Mercy
		30.78	32.73	40.11	3.3	18 Medstar Montgom
		30.99	31.10	40.06	1.0	38 UM Midtown
		31.36	32.67	39.98	3.5	6 UCH-Harford
		29.22	30.81	39.92	11.6	29 JH Bayview
		31.82	32.13	39.44	9.3	49 UCH-UpperChesap
		29.74	31.46	38.93	2.8	12 Sinai
		27.38	30.67	38.58	4.9	22 Suburban
		28.81	31.29	38.18	21.0	11 St Agnes
		24.97	26.40	37.18	13.4	27 Western Marylan
		26.48	28.94	37.14	4.0	48 Howard County
		27.85	29.01	36.78	16.5	2 UMMC
		30.02	32.67	36.68	6.8	43 UM Baltimore Wa
		28.04	29.65	35.53	5.0	35 UM Charles Regi
		25.52	28.09	35.52	4.4	19 Peninsula
		23.26	25.12	33.83	5.0	17 Garrett
		19.90	20.27	26.62	7.3	9 Johns Hopkins
		17.88	19.45	25.38	12.3	63 UM St. Joseph
		16.86	16.86	22.26	1.0	44 GBMC
RESPIRATORY THERAPY TECH. (CERT.)		29.77	32.34	40.27	270.0	

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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
SECURITY OFFICER	41	51.99	53.58	63.72	2.4	3 PG Hospital
		40.22	44.18	51.79	0.9	51 Doctors
		29.51	29.51	38.48	0.8	29 JH Bayview
		28.87	28.87	37.06	0.3	48 Howard County
		22.73	23.87	30.67	19.7	22 Suburban
		16.49	19.23	25.88	50.1	24 Medstar Union M
		17.24	19.11	25.58	24.6	5050 Shady Grove
		15.17	17.33	25.40	12.7	37 UM Easton
		18.17	18.87	25.02	18.2	18 Medstar Montgom
		16.17	18.49	24.96	14.7	16 Washington Adv
		15.75	18.63	24.89	7.6	55 Laurel Regional
		14.47	17.74	24.67	26.4	38 UM Midtown
		16.88	17.05	24.51	29.3	1 Meritus
		17.09	18.92	24.35	9.1	32 Union of Cecil
		14.76	16.52	24.30	19.3	5 Frederick
		18.10	18.10	24.17	78.5	9 Johns Hopkins
		12.59	17.37	23.80	79.1	2 UMMC
		16.80	18.10	23.66	22.4	11 St Agnes
		15.68	17.49	23.62	32.7	15 Medstar Frankli
		16.40	18.02	23.55	27.5	23 Anne Arundel
		13.95	15.22	23.46	16.0	27 Western Marylan
		15.11	16.70	23.40	31.1	2004 Medstar Good Sa
		15.18	16.30	23.32	25.3	34 Medstar Harbor
		17.02	19.16	23.26	4.4	87 Germantown Emg
		15.12	17.02	23.25	20.9	19 Peninsula
		16.61	18.51	23.21	20.4	62 Medstar Souther
		13.18	15.32	23.16	3.8	88 Queen Annes Emg
		15.12	17.03	23.01	9.7	2001 UM Rehab&Ortho
		16.89	17.47	22.99	57.7	8 Mercy
		15.59	16.81	22.99	10.6	39 Calvert
		16.04	17.64	22.89	13.4	65 Holy Cross Germ
		16.14	17.26	22.71	30.0	44 GBMC
		16.24	17.38	22.60	24.7	4 Holy Cross
		14.53	16.53	22.38	11.5	28 Medstar St Mary
		17.63	17.73	22.33	15.4	33 Carroll Hospita
		15.44	16.55	22.29	64.2	12 Sinai
		13.71	15.31	22.10	11.7	10 UM Dorchester
		15.29	16.25	21.98	27.6	40 Northwest
		15.94	16.01	21.47	19.1	49 UCH-UpperChesap
		15.36	15.51	21.04	16.0	6 UCH-Harford
		13.46	16.93	20.11	25.4	43 UM Baltimore Wa
		14.69	15.47	19.89	11.6	35 UM Charles Regi
		12.33	12.86	19.76	7.6	30 UM Chestertown
		11.57	13.09	19.50	1.1	45 McCready
		8.27	9.74	14.77	22.3	63 UM St. Joseph
SECURITY OFFICER		17.46	19.00	25.29	977.7	
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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	27.73	27.73	45.60	10.5	64 Levindale
		32.06	34.43	44.02	3.1	29 JH Bayview
		33.18	34.12	42.60	1.0	22 Suburban
		30.43	30.43	39.80	0.9	1 Meritus
		30.61	31.05	38.34	1.0	15 Medstar Frankli
		29.70	29.70	37.20	1.0	24 Medstar Union M
		29.59	29.84	36.62	8.3	40 Northwest
		28.08	28.08	36.58	8.0	38 UM Midtown
		28.03	28.03	34.86	4.8	49 UCH-UpperChesap
		26.74	26.86	34.79	1.0	48 Howard County
		25.72	27.31	34.68	1.4	3 PG Hospital
		27.76	27.76	34.01	2.5	32 Union of Cecil
		26.15	26.15	33.67	5.0	2004 Medstar Good Sa
		26.36	26.36	33.60	3.3	19 Peninsula
		22.86	22.93	32.92	6.0	27 Western Marylan
		27.10	27.10	32.73	1.1	35 UM Charles Regi
		25.54	25.71	32.30	4.6	6 UCH-Harford
		25.41	25.74	32.06	3.7	11 St Agnes
		23.74	23.74	31.08	0.2	45 McCready
		23.44	24.62	31.01	3.6	63 UM St. Joseph
		23.41	23.55	30.10	9.1	12 Sinai
		21.06	21.06	26.96	1.0	8 Mercy
		19.75	21.07	26.88	3.3	23 Anne Arundel
17.68	18.44	25.00	61.7	2 UMMC		
SOCIAL WORKER (B.S.)		26.34	26.74	34.48	145.9	

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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
SOCIAL WORKER (M.S.W.)	25	75.00	87.27	104.74	0.7	38 UM Midtown
		38.16	38.16	44.59	5.2	62 Medstar Souther
		31.89	34.98	43.60	5.8	39 Calvert
		32.55	34.96	43.58	27.3	22 Suburban
		32.81	35.59	43.21	6.0	6 UCH-Harford
		31.52	33.15	42.90	18.4	1 Meritus
		33.96	34.02	42.86	8.1	48 Howard County
		31.85	34.09	42.02	3.7	55 Laurel Regional
		31.62	31.62	41.57	0.7	30 UM Chestertown
		35.45	35.45	41.34	1.0	8992 UM Shock Trauma
		24.88	31.70	41.30	1.3	17 Garrett
		33.75	33.75	41.09	1.0	65 Holy Cross Germ
		32.58	33.91	41.01	3.8	40 Northwest
		29.45	31.40	40.99	7.3	5 Frederick
		32.61	32.61	39.97	5.5	49 UCH-UpperChesap
		30.53	32.78	39.65	8.6	23 Anne Arundel
		33.33	33.33	39.59	1.5	35 UM Charles Regi
		29.44	30.45	39.51	47.3	29 JH Bayview
		30.74	31.31	39.17	11.0	5050 Shady Grove
		32.50	32.57	39.04	3.4	51 Doctors
		27.65	27.70	38.77	4.8	27 Western Marylan
		31.60	31.60	38.58	10.7	8 Mercy
		30.50	30.50	38.07	18.7	24 Medstar Union M
		31.06	31.06	38.05	13.9	4 Holy Cross
		26.00	29.66	37.95	5.0	13 Bon Secours
		29.60	29.89	37.73	12.7	2004 Medstar Good Sa
		30.18	30.37	37.72	40.0	12 Sinai
		29.34	30.03	37.64	91.7	9 Johns Hopkins
		28.24	29.67	36.84	13.9	15 Medstar Frankli
		29.39	29.92	36.67	11.2	11 St Agnes
		27.13	27.35	36.44	6.6	37 UM Easton
		27.66	28.06	36.03	5.5	34 Medstar Harbor
		29.79	30.06	35.75	10.6	33 Carroll Hospita
		28.37	28.71	35.48	11.2	63 UM St. Joseph
		26.98	27.71	35.33	73.1	2 UMMC
		31.00	31.00	34.92	5.1	43 UM Baltimore Wa
		27.45	27.88	34.71	13.8	44 GBMC
		25.78	25.78	33.59	2.6	10 UM Dorchester
		26.40	26.40	33.55	3.0	2001 UM Rehab&Ortho
		26.05	26.06	33.27	6.1	19 Peninsula
		23.99	25.16	32.41	29.3	16 Washington Adv
		24.00	25.68	32.33	1.0	28 Medstar St Mary
SOCIAL WORKER (M.S.W.)		31.02	32.22	40.08	558.0	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
SPECIAL PROCEDURES TECHNOLOGIST	42	34.96	47.81	58.41	8.7	48 Howard County
		38.58	48.68	58.17	3.2	12 Sinai
		41.04	46.31	56.78	9.4	22 Suburban
		35.17	46.82	56.31	1.1	34 Medstar Harbor
		41.07	46.81	55.69	15.5	24 Medstar Union M
		39.09	47.31	55.48	4.2	23 Anne Arundel
		37.01	45.57	55.21	7.4	16 Washington Adv
		37.91	46.21	55.17	2.1	65 Holy Cross Germ
		33.04	44.14	53.47	12.3	5050 Shady Grove
		38.13	44.69	52.94	9.3	11 St Agnes
		43.78	44.12	52.50	5.9	18 Medstar Montgom
		35.17	42.57	51.05	8.4	4 Holy Cross
		39.66	40.01	50.64	9.1	5 Frederick
		41.34	43.33	50.61	3.2	35 UM Charles Regi
		35.07	44.65	49.30	8.2	43 UM Baltimore Wa
		40.05	42.33	49.11	6.0	33 Carroll Hospita
		35.58	38.37	48.86	6.5	1 Meritus
		36.07	40.34	48.59	20.1	49 UCH-UpperChesap
		37.85	41.05	48.34	6.7	51 Doctors
		38.15	39.59	48.28	5.8	2004 Medstar Good Sa
		37.35	41.45	48.17	24.4	62 Medstar Souther
		34.03	39.45	47.45	5.3	15 Medstar Frankli
		36.15	39.68	47.23	7.0	40 Northwest
		33.69	38.12	46.92	38.4	2 UMMC
		32.52	36.80	46.71	11.0	29 JH Bayview
		36.26	38.34	46.22	1.0	6 UCH-Harford
		33.94	38.57	45.84	5.7	32 Union of Cecil
		30.62	33.19	45.51	9.4	27 Western Marylan
		35.18	36.85	45.35	54.0	9 Johns Hopkins
		35.56	37.52	45.21	2.6	28 Medstar St Mary
		34.27	34.90	44.20	4.8	13 Bon Secours
		33.84	36.19	44.09	4.0	44 GBMC
33.87	33.94	43.70	4.5	37 UM Easton		
31.81	34.83	42.99	18.0	19 Peninsula		
30.44	30.47	39.34	4.2	38 UM Midtown		
26.34	29.27	36.09	21.0	63 UM St. Joseph		
SPECIAL PROCEDURES TECHNOLOGIST		35.96	40.56	49.17	368.3	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
STAFF & CLINICAL PHARMACIST	43	59.82	59.82	83.31	1.2	64 Levindale
		58.20	63.52	74.36	11.1	34 Medstar Harbor
		59.78	60.85	74.32	16.0	38 UM Midtown
		56.57	56.57	74.20	19.6	27 Western Marylan
		58.11	62.22	73.65	5.3	61 Atlantic Genera
		55.92	61.35	73.51	11.7	39 Calvert
		59.69	59.69	73.20	21.7	1 Meritus
		58.12	62.31	73.09	22.4	49 UCH-UpperChesap
		56.58	58.92	72.22	1.8	17 Garrett
		59.00	61.02	71.57	22.9	2004 Medstar Good Sa
		57.75	60.32	71.35	24.8	44 GBMC
		54.43	58.52	71.00	10.7	22 Suburban
		56.99	60.01	70.93	23.3	19 Peninsula
		62.02	62.32	70.89	18.9	33 Carroll Hospita
		56.56	60.00	70.74	30.7	4 Holy Cross
		56.86	60.48	70.69	7.1	6 UCH-Harford
		55.43	59.43	70.63	6.8	2001 UM Rehab&Ortho
		53.04	56.49	70.48	2.4	30 UM Chestertown
		56.76	61.00	70.20	9.5	51 Doctors
		55.60	60.69	70.08	35.7	23 Anne Arundel
		57.25	57.25	69.98	25.3	5 Frederick
		57.90	59.69	69.62	26.8	24 Medstar Union M
		57.74	60.23	69.52	10.8	32 Union of Cecil
		58.42	59.88	69.52	11.0	28 Medstar St Mary
		55.45	59.30	69.04	23.6	11 St Agnes
		56.72	59.32	69.01	29.3	15 Medstar Frankli
		57.41	58.88	68.57	13.5	18 Medstar Montgom
		57.05	58.68	68.43	25.7	8 Mercy
		56.64	59.53	67.84	9.3	62 Medstar Souther
		54.19	57.19	67.73	13.7	3 PG Hospital
		57.15	58.82	67.69	8.9	35 UM Charles Regi
		48.98	56.58	67.50	71.5	2 UMMC
		57.39	57.73	67.44	0.7	333 Bowie Emg Ctr
		54.15	56.43	67.34	16.6	16 Washington Adv
		54.04	56.94	67.33	9.1	55 Laurel Regional
		56.43	58.26	67.26	16.2	40 Northwest
		53.04	56.84	67.17	9.0	65 Holy Cross Germ
		54.91	54.91	66.81	12.6	37 UM Easton
		54.49	56.36	66.73	39.0	12 Sinai
		52.11	55.97	66.66	23.7	5050 Shady Grove
		53.85	54.97	66.48	22.1	48 Howard County
		53.72	55.27	66.16	135.8	9 Johns Hopkins
		55.29	55.29	65.35	1.0	45 McCready
		50.69	52.61	64.64	31.1	29 JH Bayview
		55.14	58.78	64.18	28.7	43 UM Baltimore Wa
		54.62	55.45	63.50	3.9	60 Ft Washington
		50.62	50.62	60.84	1.0	10 UM Dorchester
	40.17	41.50	49.45	31.3	63 UM St. Joseph	
	33.00	33.00	38.41	0.0	87 Germantown Emg	
STAFF & CLINICAL PHARMACIST		55.22	57.59	68.38	954.1	

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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
TELEPHONE OPERATOR	48	28.00	28.00	32.94	0.0	87 Germantown Emg
		13.41	13.42	28.81	1.2	64 Levindale
		20.14	21.40	26.35	9.6	62 Medstar Souther
		16.32	18.18	25.59	8.3	29 JH Bayview
		16.49	16.70	24.12	7.0	1 Meritus
		13.98	17.40	23.51	0.9	15 Medstar Frankli
		16.35	17.63	23.40	7.1	22 Suburban
		16.79	17.33	23.35	8.9	18 Medstar Montgom
		14.39	16.99	23.29	5.9	16 Washington Adv
		14.46	16.20	23.21	8.6	34 Medstar Harbor
		15.19	16.60	22.77	9.2	5050 Shady Grove
		16.61	16.61	22.48	0.4	9 Johns Hopkins
		13.59	14.69	22.24	10.1	5 Frederick
		14.13	15.45	22.04	9.2	38 UM Midtown
		16.64	16.26	21.87	4.1	6 UCH-Harford
		14.31	15.39	21.86	7.0	48 Howard County
		13.00	13.92	21.86	12.5	27 Western Marylan
		14.83	15.87	21.84	5.7	55 Laurel Regional
		15.69	16.39	21.47	10.1	4 Holy Cross
		12.45	13.52	21.20	8.9	37 UM Easton
		15.41	15.81	21.14	7.0	11 St Agnes
		13.75	14.90	20.98	10.7	3 PG Hospital
		13.00	14.63	20.75	9.6	2 UMMC
		14.71	15.51	20.73	6.8	44 GBMC
		11.38	15.17	20.69	7.6	13 Bon Secours
		16.01	16.14	20.59	8.5	33 Carroll Hospita
		14.56	15.26	20.55	11.7	23 Anne Arundel
		13.77	14.61	20.49	6.7	39 Calvert
		12.51	14.11	20.36	6.5	24 Medstar Union M
		12.45	13.52	20.13	2.8	10 UM Dorchester
		12.77	13.56	19.98	7.1	2004 Medstar Good Sa
		12.42	12.42	19.24	3.0	30 UM Chestertown
		13.89	14.34	19.07	7.4	51 Doctors
		13.77	14.71	19.06	10.1	35 UM Charles Regi
		13.60	14.04	19.02	6.1	32 Union of Cecil
		13.38	13.39	18.90	5.5	40 Northwest
		13.38	13.39	18.76	8.2	12 Sinai
		13.31	13.55	18.67	12.9	8 Mercy
		12.01	12.85	18.62	11.3	19 Peninsula
		13.42	14.80	17.87	15.0	43 UM Baltimore Wa
		12.70	13.35	17.86	5.3	60 Ft Washington
		12.23	12.27	17.29	7.2	49 UCH-UpperChesap
		10.70	10.84	17.06	0.8	45 McCready
		8.23	8.77	13.71	4.5	63 UM St. Joseph
TELEPHONE OPERATOR		14.32	15.22	21.27	316.9	
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ULTRASOUND TECHNOLOGIST	49	41.67	59.32	67.22	1.5	87 Germantown Emg
		41.99	46.55	56.72	4.7	39 Calvert
		45.07	48.42	56.69	6.0	23 Anne Arundel
		36.24	44.92	53.71	4.0	65 Holy Cross Germ
		40.82	43.96	53.28	7.5	5050 Shady Grove
		40.45	42.87	52.78	3.4	22 Suburban
		36.28	40.64	51.36	18.5	5 Frederick
		33.00	39.11	50.26	1.3	30 UM Chestertown
		35.28	39.25	49.45	4.6	38 UM Midtown
		35.92	40.36	49.13	13.4	19 Peninsula
		36.19	39.39	48.31	4.4	16 Washington Adv
		35.28	39.56	47.98	19.2	12 Sinai
		37.43	40.41	47.19	5.4	60 Ft Washington
		36.24	38.85	46.80	13.9	15 Medstar Frankli
		35.78	38.14	46.70	12.9	2004 Medstar Good Sa
		37.48	39.94	46.53	11.7	62 Medstar Souther
		36.24	38.55	46.51	17.1	4 Holy Cross
		34.05	37.90	46.06	11.9	24 Medstar Union M
		35.35	38.21	45.23	14.8	51 Doctors
		34.60	36.85	45.08	2.5	55 Laurel Regional
		34.62	35.94	45.03	13.6	48 Howard County
		34.43	36.37	45.01	12.3	34 Medstar Harbor
		30.81	35.25	44.94	11.3	29 JH Bayview
		34.21	36.92	44.92	15.7	44 GBMC
		35.10	37.41	44.92	32.7	11 St Agnes
		33.51	34.73	44.70	9.2	1 Meritus
		36.91	40.07	44.47	10.5	43 UM Baltimore Wa
		36.18	36.29	43.98	0.6	18 Medstar Montgom
		33.88	36.79	43.89	7.8	32 Union of Cecil
		30.60	31.86	43.89	12.3	27 Western Marylan
		30.55	34.83	43.80	9.9	61 Atlantic Genera
		32.73	35.31	42.80	6.8	28 Medstar St Mary
		31.49	34.16	42.77	3.1	10 UM Dorchester
		31.90	33.92	42.24	42.6	2 UMMC
		34.14	34.61	42.20	18.3	49 UCH-UpperChesap
		28.25	31.74	41.28	4.9	37 UM Easton
		33.49	33.56	40.73	13.5	8 Mercy
		31.75	32.51	40.44	64.0	9 Johns Hopkins
		26.58	30.57	40.02	2.0	17 Garrett
		32.73	33.36	39.35	3.9	33 Carroll Hospita
		30.94	31.91	39.14	11.6	6 UCH-Harford
		30.95	32.57	38.75	8.3	35 UM Charles Regi
		27.59	29.99	36.79	7.1	40 Northwest
		28.39	28.41	36.15	1.0	45 McCready
		25.84	27.41	34.81	14.7	3 PG Hospital
		25.06	25.98	32.51	16.1	63 UM St. Joseph
		ULTRASOUND TECHNOLOGIST		34.09	37.08	45.36
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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
UNIT CLERK/SECRETARY	50	16.19	16.19	32.02	6.6	64 Levindale
		19.27	21.00	27.77	29.3	16 Washington Adv
		16.99	19.64	25.86	16.3	18 Medstar Montgom
		17.55	18.07	25.68	49.4	1 Meritus
		15.38	18.39	25.58	27.6	34 Medstar Harbor
		18.60	19.34	25.39	18.7	22 Suburban
		15.76	17.26	25.13	41.9	5 Frederick
		17.00	18.33	24.77	57.2	3 PG Hospital
		15.89	17.71	24.73	6.6	10 UM Dorchester
		17.21	18.48	24.73	25.3	55 Laurel Regional
		16.36	17.80	24.58	51.6	48 Howard County
		16.32	18.18	24.54	68.1	5050 Shady Grove
		17.09	18.93	24.50	1.6	333 Bowie Emg Ctr
		16.87	18.75	24.36	40.8	23 Anne Arundel
		18.18	18.39	24.34	11.9	12 Sinai
		13.95	17.41	24.29	26.4	38 UM Midtown
		15.03	15.86	24.24	33.6	27 Western Marylan
		17.48	18.80	23.95	34.9	51 Doctors
		15.11	16.92	23.39	56.4	24 Medstar Union M
		14.64	16.65	23.34	45.0	2004 Medstar Good Sa
		15.00	17.15	23.26	87.4	15 Medstar Frankli
		17.82	19.14	23.23	3.1	87 Germantown Emg
		13.71	17.20	23.21	17.4	2001 UM Rehab&Ortho
		14.25	15.23	23.09	14.0	37 UM Easton
		15.71	17.76	22.65	11.6	60 Ft Washington
		14.69	16.28	22.59	114.2	2 UMMC
		16.36	16.88	22.56	9.5	6 UCH-Harford
		16.47	17.07	22.55	144.1	8 Mercy
		14.24	15.20	22.41	10.7	61 Atlantic Genera
		14.83	16.30	22.13	18.4	28 Medstar St Mary
		14.65	14.93	21.90	65.4	29 JH Bayview
		16.00	16.69	21.82	55.6	4 Holy Cross
		15.02	16.29	21.48	30.2	32 Union of Cecil
		15.16	16.14	21.20	13.3	65 Holy Cross Germ
		13.95	13.95	21.02	6.3	30 UM Chestertown
		13.97	15.31	20.97	39.3	40 Northwest
		12.84	13.51	20.63	8.0	17 Garrett
		13.62	16.33	20.52	42.1	8992 UM Shock Trauma
		14.80	15.09	20.44	34.8	49 UCH-UpperChesap
		13.48	14.55	20.42	17.5	39 Calvert
		14.47	15.15	20.32	47.7	44 GBMC
		12.38	14.79	20.24	6.4	13 Bon Secours
		14.88	15.81	20.23	29.8	33 Carroll Hospita
		12.79	14.27	20.19	71.9	19 Peninsula
		14.51	15.64	20.09	58.1	62 Medstar Souther
		13.94	14.78	20.00	61.7	11 St Agnes
		13.97	15.99	19.12	49.6	43 UM Baltimore Wa
		12.96	13.29	18.73	8.1	9 Johns Hopkins
		10.85	11.69	16.90	36.5	63 UM St. Joseph
		12.24	12.68	16.82	19.0	35 UM Charles Regi
UNIT CLERK/SECRETARY		15.21	16.54	22.68	1,780.8	

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Job Code Title	Job Code	Base Rate	Rate w/FB	Rate w/FB	Number FTEs	Hospital Number & Name
UTILIZ.REVIEW/QUAL.ASSUR.SPEC./CASE	66	82.00	83.00	93.13	0.0	87 Germantown Emg
		40.33	40.44	60.57	1.5	64 Levindale
		42.30	42.39	52.23	27.4	22 Suburban
		38.85	41.65	51.47	16.7	48 Howard County
		40.23	40.48	50.89	38.9	29 JH Bayview
		41.19	41.73	50.79	28.0	5050 Shady Grove
		38.26	39.47	50.69	3.0	30 UM Chestertown
		38.02	40.86	50.26	8.8	39 Calvert
		41.99	41.99	50.19	8.6	18 Medstar Montgom
		40.46	40.72	49.80	22.5	16 Washington Adv
		40.10	40.50	49.47	107.7	9 Johns Hopkins
		40.66	40.80	49.20	29.3	24 Medstar Union M
		40.74	41.47	49.16	19.8	40 Northwest
		39.92	40.19	49.14	23.5	34 Medstar Harbor
		40.09	40.34	48.79	12.3	44 GBMC
		38.79	39.73	48.72	77.1	2 UMMC
		39.85	39.96	48.68	28.3	2004 Medstar Good Sa
		38.51	38.51	48.59	18.3	38 UM Midtown
		38.26	40.87	48.46	34.5	23 Anne Arundel
		39.88	40.01	48.16	31.6	4 Holy Cross
		39.06	39.30	47.68	35.2	12 Sinai
		38.61	40.17	47.59	8.0	32 Union of Cecil
		37.63	38.99	47.45	10.6	55 Laurel Regional
		38.55	38.61	47.25	9.8	2001 UM Rehab&Ortho
		38.00	38.62	47.20	33.0	19 Peninsula
		38.63	39.25	46.99	0.3	333 Bowie Emg Ctr
		38.62	38.62	46.56	40.1	15 Medstar Frankli
		39.79	39.93	46.52	19.7	62 Medstar Souther
		39.44	39.64	46.36	5.7	60 Ft Washington
		37.35	37.71	46.19	23.4	3 PG Hospital
		36.70	36.75	45.90	6.3	61 Atlantic Genera
		37.54	38.69	45.75	12.9	51 Doctors
		37.68	37.68	45.63	31.3	49 UCH-UpperChesap
		35.32	35.43	45.51	40.5	5 Frederick
		37.31	37.59	45.13	28.1	11 St Agnes
		37.96	38.48	44.64	8.5	8992 UM Shock Trauma
		37.06	37.09	44.63	22.8	63 UM St. Joseph
		31.94	32.38	44.52	38.3	27 Western Marylan
		35.31	36.76	44.38	16.0	28 Medstar St Mary
		37.33	37.64	44.00	23.3	33 Carroll Hospita
		36.15	36.17	43.84	19.0	6 UCH-Harford
		26.57	33.26	43.06	2.3	17 Garrett
		35.41	35.41	42.97	2.0	65 Holy Cross Germ
		33.76	33.79	42.36	4.5	10 UM Dorchester
		37.83	37.96	42.25	24.1	43 UM Baltimore Wa
		31.76	32.31	41.94	28.5	1 Meritus
		35.10	35.10	41.54	18.3	35 UM Charles Regi
		30.17	30.19	39.57	24.0	37 UM Easton
		30.01	30.01	36.82	32.8	8 Mercy
		23.45	23.45	30.76	0.1	45 McCready
UTILIZ.REVIEW/QUAL.ASSUR.SPEC./CASE		38.21	38.84	47.47	1,106.7	
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