

Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
ACCOUNTANT/FINANCIAL ANALYST	53	38.47	38.86	46.58	9.5	8 Mercy
		35.48	37.23	46.55	7.1	22 Suburban
		33.35	33.35	44.51	11.5	43 BW Medical Ctr.
		35.90	36.26	44.46	28.8	16 Wash.Adv.
		35.64	35.64	43.56	1.1	49 Upper Chesapeak
		35.18	35.48	43.32	22.5	5050 Shady Grove
		33.60	33.62	42.97	12.0	44 G.B.M.C
		34.63	34.63	42.44	6.5	6 Harford Memo.
		32.93	33.10	41.27	6.7	48 Howard
		30.92	34.24	41.19	8.8	13 Bon Secour
		31.91	31.91	41.16	4.5	7 St.Jose
		33.80	33.83	41.15	12.1	12 Sinai Hosp.
		32.45	34.45	40.97	13.9	23 A.Arundel
		30.11	31.71	40.35	6.9	38 MD.General
		33.03	33.03	40.03	6.6	40 Northwest
		31.18	31.18	40.03	4.6	37 Easton
		32.11	32.11	39.93	6.0	11 St. Agnes
		31.18	31.18	39.79	1.5	10 Dochester Hosp
		32.02	32.02	39.61	7.8	34 Harbor
		31.18	31.18	39.54	0.1	1001 Easton Memorial
		30.84	30.84	39.51	4.5	18 Montgy. Gen.
		31.86	31.86	39.06	14.0	4 Holy Cross
		32.37	32.64	39.05	7.3	3 P.G.Gen.
		32.39	32.66	38.86	3.5	55 Laurel Re.
		32.04	32.04	38.33	4.0	33 Carroll,
		29.48	29.48	37.57	5.8	1 Meritus M.C.
		30.74	30.74	37.41	4.5	2001 Kernan
		30.22	30.22	37.38	11.9	15 Franklin Sqr.
		29.75	29.75	37.29	10.0	2004 Good Sam.
		31.37	31.37	37.27	2.0	30 Chester River
		30.30	30.30	36.92	5.3	28 St. Marys
		28.26	29.91	36.87	60.8	2 Univ. MD.
		26.51	26.51	36.84	5.5	27 W.Maryland MC
		31.22	31.22	36.79	2.0	32 Cecil County
		30.11	30.11	36.75	5.0	35 Civista M. C
		29.05	29.05	36.72	7.3	5 Frederic Memo.
		29.18	29.18	36.66	9.7	24 Union Mem.
		29.93	29.93	36.50	34.8	9 Hopkins Hosp
		30.27	30.27	36.32	1.0	60 Ft. Washington
		27.60	27.60	35.90	8.6	29 Bayview
		28.51	28.57	34.49	3.5	61 Atlantic G.
		27.48	27.48	34.43	6.0	39 Calvert Mem.
		26.68	26.68	33.85	12.2	19 Pen.Gen.
		25.11	25.11	31.21	3.0	51 Drs. P.G.
		24.90	24.90	30.30	1.0	45 McCread
		20.64	22.00	29.26	2.1	17 Garrett
ACCOUNTANT/FINANCIAL ANALYST		30.91	31.20	38.72	413.7	
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ACCOUNTING/ACT.PYBLE/PAYROLL CLERK	54	26.93	27.58	33.95	1.9	28 St. Marys
		25.60	25.60	32.31	2.0	39 Calvert Mem.
		23.14	23.14	30.62	4.0	18 Montgy. Gen.
		19.06	24.59	30.23	9.5	23 A.Arundel
		22.65	22.65	29.84	5.8	22 Suburban
		22.76	22.78	29.53	5.6	19 Pen.Gen.
		17.59	19.51	29.26	6.1	43 BW Medical Ctr.
		21.63	21.63	29.02	1.8	7 St.Jose
		22.28	22.92	29.02	6.0	40 Northwest
		22.92	23.05	28.93	3.0	4 Holy Cross
		17.59	21.22	28.32	4.5	38 MD.General
		17.45	19.78	27.42	2.9	37 Easton
		17.45	19.78	27.33	0.9	10 Dochester Hosp
		17.45	19.78	26.91	0.1	1001 Easton Memorial
		20.78	20.83	26.90	9.6	5050 Shady Grove
		18.10	21.51	26.80	3.0	60 Ft. Washington
		20.02	20.72	26.75	8.0	12 Sinai Hosp.
		19.02	19.81	26.74	2.1	17 Garrett
		21.23	21.29	26.50	4.7	3 P.G.Gen.
		20.11	20.14	26.37	7.8	16 Wash.Adv.
		21.28	21.35	26.33	2.2	55 Laurel Re.
		20.04	20.49	26.31	7.4	8 Mercy
		18.54	20.03	25.95	8.2	11 St. Agnes
		16.30	19.78	25.61	33.3	2 Univ. MD.
		18.73	18.73	25.56	6.1	44 G.B.M.C
		18.92	18.92	25.38	0.8	48 Howard
		19.78	19.85	25.37	3.0	35 Civista M. C
		18.43	18.43	25.28	9.1	1 Meritus M.C.
		17.49	19.87	25.19	1.6	2001 Kernan
		20.04	20.04	25.00	8.0	33 Carroll,
		18.18	18.47	24.99	9.3	24 Union Mem.
		19.22	19.33	24.93	3.0	51 Drs. P.G.
		17.52	19.91	24.89	1.3	30 Chester River
		18.18	18.47	24.86	10.0	2004 Good Sam.
		18.33	18.36	24.85	4.0	5 Frederic Memo.
		18.18	18.47	24.83	7.2	34 Harbor
		18.18	18.47	24.51	12.2	15 Franklin Sqr.
		18.92	18.92	24.45	9.5	9 Hopkins Hosp
		19.82	19.90	24.27	6.0	54 So. MD.
		19.09	19.09	24.04	2.0	8992 U. MIEMSS
19.45	19.45	24.02	3.5	32 Cecil County		
15.88	15.88	24.00	2.9	27 W.Maryland MC		
16.97	16.97	23.95	11.0	29 Bayview		
17.82	17.82	23.53	4.8	6 Harford Memo.		
17.64	18.10	23.05	3.2	61 Atlantic G.		
16.07	16.10	21.62	0.7	49 Upper Chesapeake		
	8.31	8.94	12.96	3.6	45 McCreed	
ACCOUNTING/ACT.PYBLE/PAYROLL CLERK		19.17	19.97	26.14	263.2	

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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	21.52	25.16	31.07	7.5	13 Bon Secour
		22.68	22.77	29.98	26.6	22 Suburban
		20.70	23.87	29.28	2.2	8992 U. MIEMSS
		21.01	21.46	28.77	0.0	1001 Easton Memorial
		18.46	18.75	28.43	51.1	43 BW Medical Ctr.
		21.00	21.63	27.80	47.8	5050 Shady Grove
		19.90	20.66	27.76	27.2	18 Montgy. Gen.
		21.54	21.66	27.60	33.0	8 Mercy
		20.56	20.98	27.31	30.2	16 Wash.Adv.
		18.37	20.78	26.72	122.1	2 Univ. MD.
		21.13	21.59	26.70	0.4	30 Chester River
		20.83	21.43	26.65	7.4	3 P.G.Gen.
		19.92	20.05	26.64	8.0	8994 U. UMCC
		19.08	19.20	25.69	22.2	48 Howard
		18.90	19.08	25.50	26.8	34 Harbor
		19.38	19.55	25.47	52.5	12 Sinai Hosp.
		19.23	19.55	25.47	12.4	6 Harford Memo.
		18.55	18.62	25.43	47.3	44 G.B.M.C
		18.42	18.76	25.32	76.8	24 Union Mem.
		20.24	20.28	24.92	14.7	32 Cecil County
		18.42	18.75	24.60	52.4	49 Upper Chesapeak
		18.99	19.01	24.54	126.2	9 Hopkins Hosp
		16.83	17.14	24.49	28.0	37 Easton
		18.33	18.43	24.47	57.8	15 Franklin Sqr.
		16.06	17.84	24.43	34.6	38 MD.General
		18.56	18.67	24.39	15.1	40 Northwest
		17.63	17.79	24.22	34.5	5 Frederic Memo.
		17.29	17.50	24.13	19.3	7 St.Jose
		17.97	18.58	24.11	18.2	51 Drs. P.G.
		17.67	17.78	24.11	66.0	2004 Good Sam.
		16.96	17.33	24.05	32.2	1 Meritus M.C.
		16.90	17.00	23.98	80.4	29 Bayview
		18.11	18.20	23.68	17.3	28 St. Marys
		18.53	18.69	23.50	19.1	33 Carroll,
		17.49	17.90	23.48	61.5	11 St. Agnes
		17.94	18.25	23.42	31.1	4 Holy Cross
		17.99	18.10	23.42	12.5	35 Civista M. C
		17.28	18.20	23.31	15.1	2001 Kernan
		16.01	16.11	23.31	6.1	10 Dochester Hosp
		17.40	17.52	23.23	13.3	39 Calvert Mem.
		17.14	17.84	22.82	3.1	60 Ft. Washington
		14.71	14.73	22.62	58.2	27 W.Maryland MC
		17.89	17.89	22.49	1.0	55 Laurel Re.
		16.50	16.92	21.87	15.3	23 A.Arundel
		17.43	17.58	21.75	26.1	54 So. MD.
		14.47	14.77	20.68	42.6	19 Pen.Gen.
		13.76	13.83	18.38	12.8	61 Atlantic G.
		11.84	11.84	17.58	2.5	17 Garrett
ADMINISTRATIVE ASST.		18.28	18.75	24.78	1,518.7	
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BILLING CLERK	2	32.06	32.06	38.01	0.0	30 Chester River
		26.66	26.66	33.47	3.0	6 Harford Memo.
		24.79	25.48	32.36	5.8	16 Wash.Adv.
		24.79	25.48	32.11	6.4	5050 Shady Grove
		21.62	25.27	30.89	1.1	60 Ft. Washington
		16.56	22.30	28.57	11.5	11 St. Agnes
		18.73	21.84	27.98	69.3	12 Sinai Hosp.
		19.04	21.84	27.37	7.5	13 Bon Secour
		19.78	19.78	26.74	8.0	18 Montgy. Gen.
		19.50	20.83	26.13	44.1	23 A.Arundel
		19.25	19.37	26.08	18.3	22 Suburban
		17.02	19.24	25.66	1.1	8994 U. UMCC
		15.80	16.02	25.41	16.0	43 BW Medical Ctr.
		17.88	18.16	24.98	21.1	1 Meritus M.C.
		16.26	19.20	24.97	22.9	2 Univ. MD.
		18.68	19.28	24.73	10.8	35 Civista M. C
		16.43	17.61	24.18	7.0	38 MD.General
		18.57	18.60	24.12	17.8	28 St. Marys
		17.49	17.50	24.12	47.2	44 G.B.M.C
		18.48	18.84	24.09	17.4	4 Holy Cross
		18.88	19.12	23.66	18.4	32 Cecil County
		16.88	17.31	23.57	3.5	48 Howard
		17.96	18.00	23.48	11.1	51 Drs. P.G.
		16.75	16.81	23.32	2.9	7 St.Jose
		15.55	16.03	23.26	15.7	37 Easton
		17.25	17.64	23.26	18.9	40 Northwest
		17.69	17.74	23.15	28.0	9 Hopkins Hosp
		17.09	17.41	23.09	16.7	49 Upper Chesapeak
		16.50	16.85	23.09	40.1	2004 Good Sam.
		18.09	18.19	23.08	4.6	3 P.G.Gen.
		16.76	17.16	23.08	53.2	15 Franklin Sqr.
		15.35	15.85	23.02	4.8	10 Dochester Hosp
		16.39	16.64	23.01	28.5	24 Union Mem.
		17.38	18.69	22.98	1.2	333 Bowie E.C.
		16.47	16.62	22.93	29.8	5 Frederic Memo.
		16.04	16.04	22.90	4.7	29 Bayview
		18.16	18.25	22.89	3.2	55 Laurel Re.
		17.03	17.13	22.59	107.4	8 Mercy
		16.11	16.34	22.51	21.0	34 Harbor
		14.49	14.54	22.38	50.0	27 W.Maryland MC
		17.63	17.63	22.32	29.4	33 Carroll,
		16.42	17.22	22.21	3.2	2001 Kernan
		14.76	15.15	21.10	44.7	19 Pen.Gen.
		16.67	16.90	21.02	12.4	54 So. MD.
		14.80	14.91	20.29	7.6	39 Calvert Mem.
		13.32	13.88	19.93	3.0	17 Garrett
		13.38	13.81	18.35	10.3	61 Atlantic G.
		9.38	9.38	13.44	5.9	45 McCread
BILLING CLERK		17.76	18.47	24.41	916.3	
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C.T. TECHNOLOGIST	57	39.46	43.27	53.86	4.1	18 Montgy. Gen.
		38.49	43.35	52.15	9.4	5050 Shady Grove
		36.58	40.88	50.73	12.9	22 Suburban
		36.56	41.08	50.30	9.0	11 St. Agnes
		35.44	38.57	48.75	7.1	44 G.B.M.C
		38.88	40.15	48.67	2.3	39 Calvert Mem.
		35.29	36.94	48.48	10.1	43 BW Medical Ctr.
		35.12	39.78	48.42	6.7	16 Wash.Adv.
		35.89	39.72	48.14	7.6	24 Union Mem.
		34.27	40.43	48.10	5.6	40 Northwest
		33.33	38.45	48.09	2.6	38 MD.General
		36.70	40.29	47.33	9.8	23 A.Arundel
		35.44	38.78	46.74	26.3	2 Univ. MD.
		34.25	38.08	46.46	7.8	2004 Good Sam.
		33.09	38.50	46.46	9.2	15 Franklin Sqr.
		36.13	38.14	46.39	6.9	6 Harford Memo.
		35.22	39.75	45.86	7.8	54 So. MD.
		32.10	37.35	45.43	5.3	34 Harbor
		33.03	35.85	45.18	10.1	29 Bayview
		32.64	36.40	44.96	12.0	48 Howard
		35.56	37.28	44.93	9.1	12 Sinai Hosp.
		30.81	35.98	44.79	12.2	1 Meritus M.C.
		36.37	38.47	44.67	8.5	32 Cecil County
		31.44	37.96	44.66	4.7	60 Ft. Washington
		34.22	36.90	44.02	5.0	51 Drs. P.G.
		29.52	32.47	44.02	3.0	27 W.Maryland MC
		32.41	36.02	43.85	11.3	4 Holy Cross
		35.15	35.83	43.24	7.7	8 Mercy
		33.75	36.01	43.16	4.2	13 Bon Secour
		32.67	36.00	43.15	36.5	9 Hopkins Hosp
		36.36	36.36	43.12	6.2	33 Carroll,
		34.38	35.20	43.06	11.2	49 Upper Chesapeak
		31.72	35.48	42.74	6.0	2001 Kernan
		31.58	34.44	42.70	11.2	5 Frederic Memo.
		30.56	33.48	41.37	15.7	19 Pen.Gen.
		30.69	33.14	39.19	1.9	30 Chester River
		28.47	30.21	36.86	5.5	35 Civista M. C
		27.20	28.56	34.49	8.1	61 Atlantic G.
		24.48	24.48	32.12	1.0	17 Garrett
C.T. TECHNOLOGIST		33.72	36.92	45.04	341.6	
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CASHIER - BUSINESS OFFICE	3	20.31	23.66	31.00	4.1	22 Suburban
		23.07	23.45	29.83	21.0	5050 Shady Grove
		22.98	23.23	29.83	20.4	16 Wash.Adv.
		17.14	21.09	27.16	6.2	12 Sinai Hosp.
		9.87	21.30	26.77	2.1	13 Bon Secour
		18.13	18.20	25.67	0.6	37 Easton
		18.12	18.20	25.59	0.2	10 Dochester Hosp
		18.95	19.19	24.50	17.1	4 Holy Cross
		18.42	18.42	24.23	0.9	49 Upper Chesapeak
		17.51	17.54	24.16	2.0	18 Montgy. Gen.
		17.01	17.01	23.99	0.8	29 Bayview
		17.99	18.06	23.54	3.0	51 Drs. P.G.
		17.01	17.01	23.23	0.2	48 Howard
		18.07	18.14	23.02	1.0	3 P.G.Gen.
		18.36	18.36	22.84	1.0	32 Cecil County
		16.29	16.51	22.03	3.0	40 Northwest
		15.73	15.73	21.94	1.0	5 Frederic Memo.
		12.76	12.76	21.83	5.7	43 BW Medical Ctr.
		15.17	15.31	21.80	5.7	1 Meritus M.C.
		14.96	15.40	21.66	1.1	24 Union Mem.
		14.24	15.35	21.58	1.5	38 MD.General
		14.96	15.40	21.49	1.2	2004 Good Sam.
		14.96	15.40	21.49	0.9	34 Harbor
		14.96	15.40	21.16	1.5	15 Franklin Sqr.
		13.64	15.30	20.74	2.1	39 Calvert Mem.
		13.14	13.14	20.70	0.9	27 W.Maryland MC
		12.83	15.28	20.49	4.3	28 St. Marys
		15.00	15.00	20.35	0.9	6 Harford Memo.
		14.76	15.03	20.28	1.0	8 Mercy
		15.83	15.83	20.21	1.0	55 Laurel Re.
		13.83	15.44	20.14	1.2	61 Atlantic G.
		13.72	13.79	19.59	3.1	19 Pen.Gen.
		13.81	13.81	18.85	12.9	9 Hopkins Hosp
CASHIER - BUSINESS OFFICE		16.17	17.05	23.08	129.7	

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COLLECTION CLERK	55	20.11	24.01	30.36	1.0	12 Sinai Hosp.
		21.91	21.91	29.20	3.5	18 Montgy. Gen.
		13.31	21.94	27.27	8.0	60 Ft. Washington
		21.37	21.37	27.14	1.0	51 Drs. P.G.
		20.43	20.58	26.87	3.4	16 Wash.Adv.
		20.43	20.58	26.63	3.7	5050 Shady Grove
		20.00	20.82	26.44	1.1	35 Civista M. C
		17.16	19.32	26.14	10.4	38 MD.General
		16.01	16.46	25.90	16.7	43 BW Medical Ctr.
		16.51	19.70	25.52	60.2	2 Univ. MD.
		18.18	18.36	25.13	5.3	44 G.B.M.C
		18.61	19.00	24.74	7.3	40 Northwest
		18.91	19.03	24.17	4.2	23 A.Arundel
		18.68	18.72	23.66	18.1	3 P.G.Gen.
		18.60	18.65	23.33	11.6	55 Laurel Re.
		18.79	18.84	23.14	0.9	333 Bowie E.C.
		16.43	16.56	23.02	8.1	7 St.Jose
		16.00	16.55	22.90	5.5	24 Union Mem.
		16.15	16.23	22.83	2.4	1 Meritus M.C.
		16.00	16.55	22.75	6.0	2004 Good Sam.
		16.00	16.55	22.74	4.3	34 Harbor
		16.97	17.05	22.42	1.0	28 St. Marys
		16.00	16.55	22.41	7.3	15 Franklin Sqr.
		17.81	17.81	22.24	1.0	32 Cecil County
		14.01	16.61	21.98	41.0	11 St. Agnes
		15.45	15.88	21.90	5.0	19 Pen.Gen.
		16.92	17.64	21.82	5.4	54 So. MD.
		15.95	16.22	21.09	2.6	4 Holy Cross
		14.42	14.42	19.60	2.0	8 Mercy
		13.03	13.58	18.10	12.5	61 Atlantic G.
		12.08	12.27	18.06	8.5	17 Garrett
		13.18	13.18	17.56	1.9	45 McCread
COLLECTION CLERK		17.04	17.90	23.66	270.9	

Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
COOK	56	20.43	20.43	25.08	1.8	32 Cecil County
		17.04	17.15	24.15	13.0	29 Bayview
		17.59	17.77	24.10	1.0	2004 Good Sam.
		17.76	18.07	23.85	2.1	12 Sinai Hosp.
		14.41	14.41	23.64	7.8	43 BW Medical Ctr.
		15.46	17.18	23.57	14.2	22 Suburban
		16.17	16.93	23.15	12.2	48 Howard
		15.67	15.95	22.32	11.8	18 Montgy. Gen.
		14.33	14.86	21.97	13.8	37 Easton
		15.38	15.56	21.83	2.0	24 Union Mem.
		16.39	16.85	21.59	7.4	3 P.G.Gen.
		15.15	15.93	21.41	10.4	5050 Shady Grove
		13.92	14.28	21.31	11.0	10 Dochester Hosp
		15.62	15.83	21.12	7.1	51 Drs. P.G.
		15.09	15.85	21.11	7.5	28 St. Marys
		13.11	14.63	21.05	14.1	1 Meritus M.C.
		15.59	15.70	20.92	42.6	9 Hopkins Hosp
		14.94	16.43	20.87	8.4	55 Laurel Re.
		15.22	15.98	20.84	11.5	23 A.Arundel
		11.75	14.44	20.53	12.6	38 MD.General
		14.32	14.73	20.30	9.0	16 Wash.Adv.
		15.77	15.77	20.25	4.1	33 Carroll,
		15.12	15.37	20.07	2.5	61 Atlantic G.
		14.00	14.26	19.90	18.7	15 Franklin Sqr.
		14.32	14.53	19.73	13.0	8 Mercy
		14.41	14.44	19.72	6.7	6 Harford Memo.
		14.34	15.03	19.71	19.0	4 Holy Cross
		14.25	14.35	19.66	11.9	49 Upper Chesapeak
		11.65	12.05	19.38	5.4	27 W.Maryland MC
		13.28	13.87	19.13	6.5	39 Calvert Mem.
		13.84	13.97	18.83	7.8	35 Civista M. C
		12.44	13.66	18.81	10.2	2 Univ. MD.
14.36	14.74	18.66	6.2	54 So. MD.		
13.39	13.89	18.52	5.2	13 Bon Secour		
12.47	13.48	18.36	12.1	11 St. Agnes		
11.93	12.43	18.09	9.8	19 Pen.Gen.		
12.27	13.06	17.48	3.3	30 Chester River		
10.62	10.96	16.48	15.4	44 G.B.M.C		
10.22	10.44	15.96	3.0	17 Garrett		
COOK		14.46	15.01	20.60	382.1	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
DIETARY AIDE I	10	11.86	12.03	21.02	45.4	43 BW Medical Ctr.
		13.84	14.03	20.64	70.6	29 Bayview
		13.70	14.31	20.47	7.5	24 Union Mem.
		13.79	14.44	20.44	4.9	34 Harbor
		12.49	15.21	19.98	16.0	13 Bon Secour
		13.00	13.84	19.77	6.9	2004 Good Sam.
		14.70	15.03	19.72	54.3	4 Holy Cross
		12.21	12.64	19.51	8.8	10 Dochester Hosp
		13.89	15.15	19.46	12.6	55 Laurel Re.
		12.61	13.90	19.13	41.5	5050 Shady Grove
		13.23	14.21	18.92	75.4	23 A.Arundel
		13.38	14.42	18.91	27.6	3 P.G.Gen.
		11.46	12.68	18.88	42.8	1 Meritus M.C.
		12.30	12.96	18.87	31.1	18 Montgy. Gen.
		12.17	12.91	18.81	51.3	5 Frederic Memo.
		10.92	12.86	18.72	27.3	38 MD.General
		12.49	13.18	18.55	34.2	16 Wash.Adv.
		12.75	13.16	18.46	55.1	12 Sinai Hosp.
		11.02	11.68	18.44	24.4	37 Easton
		10.79	11.23	18.39	64.5	27 W.Maryland MC
		11.49	13.02	18.10	48.9	2 Univ. MD.
		12.25	12.73	17.92	49.4	40 Northwest
		12.68	12.75	17.82	12.5	6 Harford Memo.
		12.39	12.74	17.76	39.4	51 Drs. P.G.
		12.25	13.23	17.72	4.2	2001 Kernan
		12.35	12.62	17.62	51.8	8 Mercy
		11.38	12.10	17.53	42.5	15 Franklin Sqr.
		12.34	12.47	17.38	123.1	9 Hopkins Hosp
		12.14	12.21	17.25	24.4	49 Upper Chesapeak
		13.00	13.00	17.18	31.2	33 Carroll,
		10.49	11.53	17.10	33.2	48 Howard
		10.69	11.20	16.77	22.4	44 G.B.M.C
		11.09	11.85	16.48	55.6	11 St. Agnes
		11.90	12.43	16.40	12.4	32 Cecil County
		11.69	11.71	16.33	19.8	35 Civista M. C
		10.64	11.48	16.32	16.5	28 St. Marys
		8.32	11.45	15.88	6.7	60 Ft. Washington
		10.36	10.85	15.73	14.1	39 Calvert Mem.
		9.59	10.02	15.42	48.5	19 Pen.Gen.
		9.50	9.72	15.13	8.0	17 Garrett
		10.41	10.76	15.00	9.0	30 Chester River
		10.49	10.72	14.97	10.4	61 Atlantic G.
		9.56	9.82	13.31	14.8	54 So. MD.
DIETARY AIDE I		11.85	12.56	17.87	1,400.9	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
DIETITIAN	6	33.35	40.42	50.91	2.9	44 G.B.M.C
		38.22	38.22	46.39	0.9	34 Harbor
		34.42	34.62	43.80	19.6	29 Bayview
		34.61	34.76	42.60	3.6	39 Calvert Mem.
		34.29	34.29	41.84	2.3	15 Franklin Sqr.
		32.71	32.71	40.55	1.0	2004 Good Sam.
		32.32	32.32	40.08	0.9	24 Union Mem.
		33.95	33.95	40.06	1.4	30 Chester River
		30.91	32.73	39.67	1.2	35 Civista M. C
		30.34	32.78	39.15	6.0	23 A.Arundel
		26.51	31.69	38.85	21.7	2 Univ. MD.
		31.11	31.11	38.02	2.0	8 Mercy
		31.41	31.41	37.63	4.5	33 Carroll,
		27.00	27.00	37.52	6.2	43 BW Medical Ctr.
		30.00	30.00	37.18	0.2	5050 Shady Grove
		29.30	29.30	37.00	0.8	48 Howard
		29.58	29.61	36.31	1.9	40 Northwest
		28.48	29.41	35.95	3.0	28 St. Marys
		27.19	27.34	35.47	1.5	18 Montgy. Gen.
		26.53	26.88	34.67	4.1	1 Meritus M.C.
		23.35	23.43	33.12	8.7	27 W.Maryland MC
		25.96	26.06	32.92	5.4	11 St. Agnes
		26.40	26.50	32.90	6.8	4 Holy Cross
		25.33	25.41	32.45	5.5	19 Pen.Gen.
		26.11	26.11	31.25	4.0	32 Cecil County
		26.19	26.20	31.13	5.5	54 So. MD.
		25.05	25.22	30.83	1.8	61 Atlantic G.
		18.24	18.45	23.93	87.8	9 Hopkins Hosp
		15.37	18.00	23.09	1.1	2001 Kernan
		14.48	16.18	22.53	1.6	38 MD.General
		12.70	13.58	17.98	9.7	3 P.G.Gen.
DIETITIAN		27.79	28.57	35.67	223.4	

Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
E.K.G./CARDIOLOGY TECH.	7	39.16	47.00	56.24	4.4	5050 Shady Grove
		35.23	39.67	46.83	8.7	3 P.G.Gen.
		33.47	35.12	43.01	1.6	39 Calvert Mem.
		29.31	34.39	42.71	4.0	48 Howard
		30.67	33.47	42.24	6.9	22 Suburban
		32.96	34.81	41.25	5.0	55 Laurel Re.
		28.96	32.23	38.95	3.6	13 Bon Secour
		22.47	25.72	32.64	7.1	16 Wash.Adv.
		25.26	26.78	32.49	4.8	33 Carroll,
		24.21	26.15	31.93	16.9	23 A.Arundel
		22.04	23.85	31.68	14.0	29 Bayview
		23.48	24.27	29.25	5.8	32 Cecil County
		21.63	21.94	28.09	2.6	12 Sinai Hosp.
		21.39	21.58	27.78	10.9	49 Upper Chesapeak
		20.80	21.76	27.75	6.4	40 Northwest
		21.44	21.75	27.69	4.6	8 Mercy
		19.70	20.03	27.03	1.9	18 Montgy. Gen.
		20.39	21.15	26.80	2.0	35 Civista M. C
		17.89	20.34	26.24	7.0	2 Univ. MD.
		16.37	16.46	25.90	3.6	43 BW Medical Ctr.
		19.43	19.82	25.46	0.7	28 St. Marys
		16.06	16.82	25.14	14.9	27 W.Maryland MC
		18.87	19.42	25.02	1.1	51 Drs. P.G.
		19.28	19.37	24.30	1.0	30 Chester River
		16.43	17.16	23.86	3.7	1 Meritus M.C.
		14.80	16.32	22.65	4.8	24 Union Mem.
		16.10	16.24	22.65	3.4	44 G.B.M.C
		15.91	16.42	22.59	3.9	34 Harbor
		16.18	16.18	22.57	0.5	7 St.Jose
		13.92	16.11	22.46	2.2	38 MD.General
		14.67	15.04	22.17	3.7	37 Easton
		15.01	15.48	21.66	3.7	5 Frederic Memo.
		13.49	14.46	21.50	1.0	10 Dochester Hosp
		14.77	15.40	21.49	10.0	2004 Good Sam.
		13.84	15.46	21.44	6.7	19 Pen.Gen.
		15.92	16.42	21.32	5.8	4 Holy Cross
		15.93	16.02	21.30	13.8	11 St. Agnes
		13.95	15.54	21.30	8.8	15 Franklin Sqr.
		15.89	15.89	21.12	6.4	9 Hopkins Hosp
		14.64	14.70	20.01	2.9	6 Harford Memo.
		14.98	15.01	18.96	3.2	54 So. MD.
		13.61	13.66	18.20	1.0	61 Atlantic G.
E.K.G./CARDIOLOGY TECH.		20.25	21.56	27.94	224.8	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
ENVIRONMENTAL SERVICE WORKER	12	11.74	12.14	21.14	95.9	43 BW Medical Ctr.
		13.56	14.72	20.90	46.8	18 Montgy. Gen.
		13.49	14.08	20.70	98.8	29 Bayview
		13.34	15.06	20.25	33.5	28 St. Marys
		12.29	13.27	20.20	50.8	37 Easton
		12.79	13.60	19.52	25.5	34 Harbor
		11.16	13.23	19.49	77.0	1 Meritus M.C.
		11.88	12.57	19.44	20.3	10 Dochester Hosp
		13.63	14.82	19.35	76.4	3 P.G.Gen.
		10.02	13.40	19.34	50.2	38 MD.General
		12.01	12.75	19.12	3.7	1001 Easton Memorial
		12.05	13.16	19.09	77.6	5 Frederic Memo.
		12.98	13.82	18.94	61.9	51 Drs. P.G.
		12.81	14.66	18.91	34.9	55 Laurel Re.
		12.10	12.85	18.88	39.4	24 Union Mem.
		13.39	14.10	18.80	123.3	23 A.Arundel
		12.89	14.90	18.80	4.9	333 Bowie E.C.
		11.98	12.95	18.72	73.4	22 Suburban
		13.14	14.56	18.71	56.8	32 Cecil County
		13.12	13.90	18.42	115.5	4 Holy Cross
		12.09	13.06	18.42	17.0	16 Wash.Adv.
		11.68	13.18	18.32	75.1	5050 Shady Grove
		10.44	11.11	18.24	73.1	27 W.Maryland MC
		12.86	13.08	18.12	152.9	8 Mercy
		11.60	12.63	18.12	136.8	15 Franklin Sqr.
		11.52	12.33	18.11	94.9	2004 Good Sam.
		12.59	13.13	18.10	503.5	9 Hopkins Hosp
		12.73	12.95	18.05	33.6	6 Harford Memo.
		12.07	12.78	18.03	129.3	12 Sinai Hosp.
		13.66	13.69	17.94	48.8	33 Carroll,
		12.55	12.78	17.90	65.6	49 Upper Chesapeak
		11.51	13.32	17.88	35.7	13 Bon Secour
		11.75	12.68	17.79	47.0	39 Calvert Mem.
		11.22	12.12	17.75	80.2	19 Pen.Gen.
		12.41	12.94	17.40	2.0	2001 Kernan
		10.56	11.80	17.39	67.8	48 Howard
		11.03	11.61	17.25	125.4	44 G.B.M.C
		12.33	12.33	17.03	1.0	11 St. Agnes
		11.73	12.53	16.96	24.6	61 Atlantic G.
		10.46	12.32	16.82	14.3	60 Ft. Washington
		9.81	11.34	16.23	248.0	2 Univ. MD.
		9.21	9.95	15.39	19.4	17 Garrett
		10.47	10.95	15.21	13.1	30 Chester River
		10.53	11.56	15.21	61.2	54 So. MD.
		9.65	10.59	14.75	7.1	45 McCread
ENVIRONMENTAL SERVICE WORKER =====		11.93	12.92	18.25	3,244.2	

Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
EXECUTIVE ASST.	8	33.71	33.71	42.51	2.0	22 Suburban
		32.71	32.96	41.96	4.8	18 Montgy. Gen.
		30.18	31.89	40.33	0.0	1001 Easton Memorial
		27.63	27.85	38.46	12.4	43 BW Medical Ctr.
		30.49	30.63	37.16	3.0	13 Bon Secour
		28.97	29.21	36.69	7.9	2004 Good Sam.
		28.87	29.17	36.65	8.4	24 Union Mem.
		27.99	28.14	36.56	16.0	44 G.B.M.C
		28.42	28.42	36.03	4.5	5 Frederic Memo.
		25.19	29.10	35.98	14.3	2 Univ. MD.
		28.20	28.04	35.24	13.1	16 Wash.Adv.
		27.62	27.88	35.11	5.8	34 Harbor
		28.05	28.06	35.01	20.4	5050 Shady Grove
		28.19	28.26	34.88	9.0	8 Mercy
		26.79	26.79	34.57	4.1	1 Meritus M.C.
		29.09	29.09	34.48	4.0	32 Cecil County
		27.64	27.93	34.34	6.2	28 St. Marys
		27.71	27.71	34.08	16.8	9 Hopkins Hosp
		26.97	27.34	33.87	13.3	4 Holy Cross
		27.03	27.03	33.33	7.0	35 Civista M. C
		26.31	26.70	33.32	20.5	12 Sinai Hosp.
		26.18	26.43	33.23	12.0	15 Franklin Sqr.
		25.20	25.40	32.64	7.5	48 Howard
		23.87	24.34	32.46	5.0	37 Easton
		23.87	24.34	32.31	1.6	10 Dochester Hosp
		22.59	24.37	31.93	9.8	38 MD.General
		24.87	25.83	31.89	3.4	2001 Kernan
		25.29	26.08	31.85	4.4	23 A.Arundel
		25.12	25.12	31.22	6.0	51 Drs. P.G.
		23.28	24.67	30.24	3.0	60 Ft. Washington
		24.66	24.66	30.12	13.0	33 Carroll,
		20.76	20.76	29.90	8.0	27 W.Maryland MC
		22.44	22.44	29.16	6.6	19 Pen.Gen.
		18.49	22.88	28.97	15.2	40 Northwest
		21.15	21.52	28.88	22.1	7 St.Jose
		23.06	23.19	28.61	20.3	3 P.G.Gen.
		23.76	23.88	28.60	5.9	54 So. MD.
		22.91	23.35	28.54	11.6	55 Laurel Re.
		22.07	22.10	28.37	11.0	39 Calvert Mem.
		20.00	20.03	27.38	70.2	29 Bayview
		19.16	19.79	25.66	45.9	11 St. Agnes
		17.65	17.65	24.25	2.0	17 Garrett
		19.05	19.12	24.03	6.3	30 Chester River
		18.29	18.42	23.40	17.2	61 Atlantic G.
		17.11	17.11	21.83	1.0	45 McCread
EXECUTIVE ASST.		25.08	25.54	32.36	502.6	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
GENERAL DUTY NURSE	11	33.89	45.64	53.90	152.8	13 Bon Secour
		31.38	41.64	51.76	239.8	38 MD.General
		38.27	42.22	50.36	671.9	12 Sinai Hosp.
		28.06	42.45	49.55	84.7	60 Ft. Washington
		34.79	38.88	49.38	466.3	7 St.Jose
		35.02	39.27	48.88	315.7	22 Suburban
		34.19	38.62	48.80	626.9	44 G.B.M.C
		35.17	41.16	48.65	304.3	51 Drs. P.G.
		34.72	38.46	48.30	217.1	18 Montgy. Gen.
		35.08	39.32	47.90	426.4	16 Wash.Adv.
		33.32	41.60	47.87	355.3	54 So. MD.
		35.33	39.28	47.59	608.6	5050 Shady Grove
		34.23	40.39	47.44	169.2	55 Laurel Re.
		34.45	35.86	47.28	605.4	43 BW Medical Ctr.
		35.15	40.58	47.12	8.5	333 Bowie E.C.
		34.93	38.64	46.96	559.8	24 Union Mem.
		35.37	39.89	46.90	829.9	23 A.Arundel
		33.12	38.07	46.84	448.2	48 Howard
		33.81	38.35	46.76	459.3	2004 Good Sam.
		33.82	37.66	46.73	11.7	1001 Easton Memorial
		38.89	39.50	46.61	336.4	33 Carroll,
		34.33	36.93	46.39	800.7	29 Bayview
		34.22	38.16	46.32	302.4	34 Harbor
		34.16	37.92	46.15	193.9	39 Calvert Mem.
		33.83	38.10	46.01	774.1	15 Franklin Sqr.
		34.42	38.24	45.61	196.2	28 St. Marys
		35.72	37.39	45.52	414.9	49 Upper Chesapeak
		34.09	37.42	45.45	837.8	4 Holy Cross
		34.79	37.92	45.36	377.2	40 Northwest
		33.40	36.69	45.23	575.2	11 St. Agnes
		32.70	37.68	45.22	146.9	2001 Kernan
		31.09	36.34	45.19	501.6	1 Meritus M.C.
		31.46	37.35	44.91	562.3	8 Mercy
		34.06	35.02	44.76	113.1	8994 U. UMCC
		32.71	36.25	44.71	506.8	5 Frederic Memo.
		36.74	37.31	44.59	2,451.9	9 Hopkins Hosp
		33.97	37.36	44.27	434.1	3 P.G.Gen.
		34.50	35.94	43.92	179.6	6 Harford Memo.
		31.63	34.27	43.46	230.1	37 Easton
		31.56	35.85	43.13	184.2	35 Civista M. C
		29.92	31.65	43.03	453.9	27 W.Maryland MC
		30.75	35.25	42.81	1,552.0	2 Univ. MD.
		31.15	34.73	42.75	617.5	19 Pen.Gen.
		31.93	35.77	42.03	107.6	30 Chester River
		33.31	34.96	41.42	281.6	8992 U. MIEMSS
		30.09	32.51	41.25	76.3	10 Dochester Hosp
		32.09	35.25	41.17	197.4	32 Cecil County
		30.49	33.15	39.51	120.2	61 Atlantic G.
		25.54	28.38	36.61	67.7	17 Garrett
		21.10	22.17	27.33	18.4	45 McCread
GENERAL DUTY NURSE		33.18	37.27	45.39	21,173.5	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
GENERAL OFFICE CLERK	4	26.25	26.25	34.14	2.0	8994 U. UMCC
		20.04	21.57	26.94	11.9	23 A.Arundel
		15.93	19.79	26.67	5.6	38 MD.General
		17.91	18.53	24.94	7.2	48 Howard
		16.12	16.53	23.45	15.3	29 Bayview
		16.32	16.99	23.35	14.2	22 Suburban
		16.70	17.60	23.28	2.0	5050 Shady Grove
		16.03	16.16	22.56	1.1	18 Montgy. Gen.
		13.06	13.26	22.38	18.6	43 BW Medical Ctr.
		16.08	16.57	22.36	3.0	16 Wash.Adv.
		16.47	16.98	22.17	14.9	35 Civista M. C
		16.59	16.97	21.95	10.7	4 Holy Cross
		17.01	17.10	21.87	1.8	3 P.G.Gen.
		14.71	15.29	21.79	27.8	1 Meritus M.C.
		16.18	16.21	21.71	4.3	6 Harford Memo.
		14.39	14.52	21.57	1.0	10 Dochester Hosp
		15.69	16.06	21.32	31.4	9 Hopkins Hosp
		15.59	15.71	21.16	7.4	40 Northwest
		15.49	15.79	21.12	12.1	8 Mercy
		14.38	15.65	21.02	50.4	2 Univ. MD.
		14.29	14.70	20.83	11.0	7 St.Jose
		14.08	14.53	20.71	17.6	24 Union Mem.
		14.43	14.53	20.66	6.0	44 G.B.M.C
		14.41	15.13	20.61	35.9	12 Sinai Hosp.
		14.22	14.50	20.51	11.7	34 Harbor
		15.62	15.69	20.49	8.3	2001 Kernan
		13.95	14.41	20.07	42.3	15 Franklin Sqr.
		12.91	13.13	20.05	7.2	37 Easton
		15.33	15.36	19.98	12.0	30 Chester River
		14.33	15.18	19.95	2.8	13 Bon Secour
		15.06	15.46	19.80	1.2	55 Laurel Re.
		12.24	12.36	19.76	7.2	27 W.Maryland MC
		15.00	15.00	19.73	0.2	60 Ft. Washington
		13.74	14.11	19.21	3.8	28 St. Marys
		12.90	13.26	19.13	20.9	2004 Good Sam.
		13.73	13.87	19.12	39.3	49 Upper Chesapeak
		12.75	12.75	18.63	2.7	5 Frederic Memo.
		14.24	14.24	18.56	4.8	33 Carroll,
		12.57	13.37	18.24	19.9	11 St. Agnes
		11.55	12.17	17.81	6.0	19 Pen.Gen.
		13.20	13.71	17.79	6.0	32 Cecil County
		12.15	12.45	16.87	4.1	61 Atlantic G.
		11.97	11.97	16.25	4.5	45 McCread
		10.80	10.83	15.72	2.0	39 Calvert Mem.
		11.74	11.98	15.66	21.4	54 So. MD.
GENERAL OFFICE CLERK		14.85	15.29	20.93	541.4	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
HUMAN RESOURCES, ASSOCIATE LEVEL	68	33.33	41.66	51.63	4.6	22 Suburban
		37.40	37.40	47.08	1.9	18 Montgy. Gen.
		37.65	39.86	46.86	11.9	23 A.Arundel
		31.42	33.68	44.89	10.0	43 BW Medical Ctr.
		35.61	35.61	43.54	7.2	34 Harbor
		34.69	34.69	42.73	10.3	2004 Good Sam.
		33.38	33.38	40.85	11.4	15 Franklin Sqr.
		32.86	33.04	40.59	14.3	5050 Shady Grove
		32.47	32.47	40.24	12.5	24 Union Mem.
		29.50	32.14	39.35	23.2	2 Univ. MD.
		31.17	31.34	38.94	13.0	16 Wash.Adv.
		30.84	32.05	38.75	2.9	13 Bon Secour
		29.22	29.22	37.97	4.9	7 St.Jose
		28.50	28.69	37.12	21.6	29 Bayview
		28.20	28.42	36.89	14.9	44 G.B.M.C
		29.40	29.54	35.63	5.6	3 P.G.Gen.
		29.42	29.57	35.44	2.6	55 Laurel Re.
		28.11	28.11	34.86	8.9	12 Sinai Hosp.
		28.16	28.20	34.85	12.6	4 Holy Cross
		28.11	28.11	34.67	6.0	40 Northwest
		27.52	27.52	34.47	4.0	39 Calvert Mem.
		26.68	26.92	33.92	12.1	11 St. Agnes
		26.32	26.32	33.69	8.0	5 Frederic Memo.
		26.76	26.76	33.59	10.2	49 Upper Chesapeak
		26.76	26.94	33.42	18.3	8 Mercy
		27.74	27.74	33.02	3.0	32 Cecil County
		26.51	26.51	32.76	3.6	35 Civista M. C
		26.83	26.83	32.54	6.4	33 Carroll,
		23.81	24.62	32.22	8.4	38 MD.General
		24.12	24.39	31.90	8.0	1 Meritus M.C.
		24.63	24.71	31.87	7.2	48 Howard
		25.66	25.66	31.82	26.4	9 Hopkins Hosp
		23.40	23.46	29.23	3.0	2001 Kernan
		21.98	22.39	29.11	7.5	19 Pen.Gen.
		21.80	21.80	27.10	3.0	61 Atlantic G.
		20.97	21.02	26.77	7.7	28 St. Marys
		17.96	17.96	26.51	2.0	27 W.Maryland MC
		19.33	19.96	25.61	2.1	51 Drs. P.G.
		19.80	19.89	24.87	1.0	30 Chester River
		18.09	18.09	23.83	0.3	6 Harford Memo.
		15.99	16.48	23.76	2.4	37 Easton
		15.99	16.48	23.71	0.8	10 Dochester Hosp
		16.41	16.41	22.83	1.0	17 Garrett
		14.96	14.96	19.50	1.0	45 McCreed
HUMAN RESOURCES, ASSOCIATE LEVEL		26.58	27.07	34.11	347.4	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
HUMAN RESOURCES, MGMT. LEVEL	69	55.85	65.14	75.82	2.7	24 Union Mem.
		64.03	64.03	73.83	1.1	28 St. Marys
		55.94	55.94	67.50	3.0	11 St. Agnes
		53.73	53.73	65.28	7.2	29 Bayview
		51.80	51.95	64.37	4.9	44 G.B.M.C
		51.72	51.72	63.61	0.1	18 Montgy. Gen.
		52.94	52.94	62.45	0.5	34 Harbor
		52.73	52.73	61.89	4.0	8 Mercy
		50.40	50.40	60.36	5.0	4 Holy Cross
		48.42	50.18	60.09	4.3	16 Wash.Adv.
		48.99	48.99	58.85	3.0	5 Frederic Memo.
		48.15	48.15	57.60	5.2	49 Upper Chesapeak
		46.11	48.09	57.46	4.7	5050 Shady Grove
		47.39	47.39	56.71	2.7	2004 Good Sam.
		47.71	47.71	56.55	2.9	15 Franklin Sqr.
		44.13	44.13	56.40	1.8	43 BW Medical Ctr.
		48.05	48.05	56.11	2.0	33 Carroll,
		46.47	46.47	55.76	0.6	6 Harford Memo.
		46.97	46.97	55.67	0.3	2001 Kernan
		45.72	45.72	54.90	4.7	19 Pen.Gen.
		45.57	45.57	54.03	8.5	12 Sinai Hosp.
		45.65	45.65	53.78	5.5	40 Northwest
		43.51	43.51	52.44	2.0	39 Calvert Mem.
		42.00	42.82	52.16	1.0	48 Howard
		43.54	43.60	51.18	6.9	3 P.G.Gen.
		43.30	43.36	50.73	3.2	55 Laurel Re.
		20.64	42.86	50.14	1.0	23 A.Arundel
		39.73	39.73	47.09	3.0	51 Drs. P.G.
		35.67	35.67	45.59	1.0	7 St.Jose
		37.89	37.89	44.03	3.0	32 Cecil County
	31.24	34.77	42.27	17.0	2 Univ. MD.	
	31.25	34.52	41.50	1.9	13 Bon Secour	
	33.53	33.53	39.10	3.0	54 So. MD.	
	29.38	29.38	38.05	2.4	37 Easton	
	29.38	29.38	37.83	0.8	10 Dochester Hosp	
	30.66	30.66	36.50	1.0	30 Chester River	
	27.90	27.90	35.80	1.0	1 Meritus M.C.	
HUMAN RESOURCES, MGMT. LEVEL		43.73	44.90	53.88	122.9	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
INFO. SYSTEMS, PROF. LEVEL	13	52.38	52.39	62.29	9.6	5050 Shady Grove
		52.07	52.08	62.23	8.9	16 Wash.Adv.
		48.59	49.68	61.26	10.2	18 Montgy. Gen.
		48.29	48.29	56.02	1.0	8992 U. MIEMSS
		44.24	45.05	55.51	30.1	22 Suburban
		45.50	45.50	53.90	54.4	8 Mercy
		40.63	41.59	53.60	37.0	43 BW Medical Ctr.
		43.81	43.81	52.79	16.5	4 Holy Cross
		41.66	41.66	52.67	1.8	7 St.Jose
		41.10	42.36	52.50	56.1	29 Bayview
		43.68	43.68	52.34	14.3	34 Harbor
		43.34	43.34	52.25	18.8	2004 Good Sam.
		42.61	43.16	51.88	22.5	24 Union Mem.
		42.31	44.47	51.74	5.0	60 Ft. Washington
		43.08	43.08	51.48	28.4	15 Franklin Sqr.
		40.55	41.73	51.33	5.2	10 Dochester Hosp
		40.55	41.73	51.24	0.5	1001 Easton Memorial
		41.96	41.99	51.07	25.8	5 Frederic Memo.
		39.94	41.09	51.00	16.2	37 Easton
		41.25	41.27	49.98	41.3	19 Pen.Gen.
		37.53	41.70	49.98	130.9	2 Univ. MD.
		40.55	41.73	49.77	7.4	2001 Kernan
		38.56	41.70	49.50	4.7	13 Bon Secour
		35.88	39.50	49.29	22.0	38 MD.General
		41.18	41.18	49.05	2.0	35 Civista M. C
		41.15	41.43	48.95	16.0	51 Drs. P.G.
		39.40	41.75	48.92	66.0	23 A.Arundel
		38.50	38.62	48.80	22.7	44 G.B.M.C
		40.55	41.73	48.46	5.6	30 Chester River
		39.00	40.41	48.37	41.2	12 Sinai Hosp.
		39.14	40.65	48.34	25.5	40 Northwest
		38.84	39.36	48.29	15.8	48 Howard
		38.10	38.93	47.29	18.6	39 Calvert Mem.
		38.99	39.49	46.98	12.1	28 St. Marys
		37.36	38.18	45.54	234.7	9 Hopkins Hosp
		38.31	38.39	45.24	6.0	61 Atlantic G.
		36.01	36.01	44.81	18.2	1 Meritus M.C.
		38.33	38.35	44.34	17.5	54 So. MD.
		35.80	35.80	43.76	8.6	6 Harford Memo.
		31.61	35.07	43.34	3.0	11 St. Agnes
		35.75	35.87	42.63	1.7	3 P.G.Gen.
		30.72	30.90	42.13	15.0	27 W.Maryland MC
	34.35	35.10	41.01	9.2	32 Cecil County	
	29.82	31.37	40.05	6.0	17 Garrett	
	32.13	32.26	39.77	27.0	49 Upper Chesapeak	
	32.44	32.48	38.81	46.8	33 Carroll,	
	2.13	5.15	8.84	2.3	45 McCreed	
INFO. SYSTEMS, PROF. LEVEL		39.14	40.02	48.50	1,190.0	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
INFO. SYSTEMS,STAFF LEVEL	9	58.61	58.61	69.06	0.3	2004 Good Sam.
		58.61	58.61	68.70	0.3	24 Union Mem.
		58.61	58.61	68.63	0.2	34 Harbor
		58.61	58.61	68.48	0.4	15 Franklin Sqr.
		38.52	38.52	46.10	7.0	35 Civista M. C
		33.07	34.31	43.52	14.1	18 Montgy. Gen.
		34.68	34.79	41.23	1.0	55 Laurel Re.
		32.63	33.37	40.80	27.4	4 Holy Cross
		28.94	29.59	38.13	18.9	29 Bayview
		29.24	30.43	36.60	13.9	23 A.Arundel
		23.12	26.13	36.56	11.6	43 BW Medical Ctr.
		26.32	28.02	36.53	10.0	37 Easton
		22.52	28.28	36.42	10.3	38 MD.General
		25.23	28.05	36.37	1.9	10 Dochester Hosp
		29.05	29.30	34.71	11.1	32 Cecil County
		26.39	26.76	34.55	9.7	22 Suburban
		23.00	26.53	34.40	0.1	1001 Easton Memorial
		23.10	27.37	34.05	67.1	2 Univ. MD.
		27.40	26.92	33.98	3.9	16 Wash.Adv.
		25.50	25.90	33.94	11.3	44 G.B.M.C
		24.71	26.40	33.78	10.4	5 Frederic Memo.
		22.85	25.64	33.30	7.4	1 Meritus M.C.
		25.51	26.23	32.80	23.0	12 Sinai Hosp.
		21.89	25.50	32.75	8.2	48 Howard
		25.41	26.08	32.46	14.2	40 Northwest
		23.00	26.53	32.05	1.7	30 Chester River
		23.87	25.72	31.91	4.1	28 St. Marys
		25.37	25.74	31.72	3.0	13 Bon Secour
		24.96	25.07	31.65	7.2	5050 Shady Grove
		24.75	25.30	31.61	22.2	8 Mercy
		21.86	21.94	31.32	9.0	27 W.Maryland MC
		23.63	24.55	31.18	6.0	11 St. Agnes
		24.75	25.17	30.80	2.3	3 P.G.Gen.
		21.16	22.57	29.30	12.6	19 Pen.Gen.
		22.26	22.60	27.88	1.5	8992 U. MIEMSS
		21.21	21.86	27.66	78.4	9 Hopkins Hosp
		20.50	21.82	26.37	7.4	54 So. MD.
		18.30	19.92	25.93	2.8	39 Calvert Mem.
		19.31	19.37	25.81	2.0	8994 U. UMCC
		18.30	20.40	25.79	4.2	2001 Kernan
		18.24	19.77	25.40	13.5	51 Drs. P.G.
		14.80	15.63	21.93	1.0	17 Garrett
		17.16	17.16	21.89	2.0	45 McCread
		15.60	15.88	21.37	8.2	49 Upper Chesapeak
INFO. SYSTEMS,STAFF LEVEL		27.33	28.54	35.67	472.8	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
IP/OP ADM & REGISTRATION CLERK	1	18.32	19.34	25.47	40.5	16 Wash.Adv.
		17.61	18.74	25.35	28.0	22 Suburban
		14.83	15.57	24.92	81.5	43 BW Medical Ctr.
		16.21	17.69	24.33	19.0	18 Montgy. Gen.
		16.62	17.57	24.21	33.7	7 St.Jose
		17.89	18.87	24.14	79.0	4 Holy Cross
		17.23	18.28	24.04	50.4	5050 Shady Grove
		17.36	18.86	23.99	78.7	23 A.Arundel
		16.17	18.10	23.88	71.1	12 Sinai Hosp.
		16.58	18.70	23.88	22.7	13 Bon Secour
		16.54	16.81	23.77	175.2	29 Bayview
		17.23	17.67	23.76	10.1	8994 U. UMCC
		18.13	18.94	23.65	13.2	55 Laurel Re.
		15.81	17.20	23.61	37.6	24 Union Mem.
		15.66	16.21	23.46	70.3	37 Easton
		16.00	16.92	23.45	70.1	44 G.B.M.C
		16.26	16.96	23.10	70.5	19 Pen.Gen.
		16.33	17.53	22.97	31.8	51 Drs. P.G.
		15.21	15.78	22.94	21.9	10 Dochester Hosp
		17.33	17.53	22.93	426.9	9 Hopkins Hosp
		15.69	16.66	22.84	51.6	48 Howard
		14.07	16.04	22.61	36.9	1 Meritus M.C.
		14.60	16.89	22.41	176.2	2 Univ. MD.
		12.15	16.04	22.37	36.3	38 MD.General
		15.45	16.47	22.32	76.4	15 Franklin Sqr.
		12.03	17.30	22.23	21.2	60 Ft. Washington
		15.19	15.85	22.07	55.9	5 Frederic Memo.
		15.89	16.47	21.98	33.0	40 Northwest
		15.80	16.59	21.92	35.5	28 St. Marys
		14.63	15.40	21.48	24.7	34 Harbor
		13.59	14.81	21.40	4.6	1001 Easton Memorial
		14.33	15.20	21.27	48.5	2004 Good Sam.
		13.07	13.53	21.17	31.2	27 W.Maryland MC
		15.24	16.42	21.12	23.6	3 P.G.Gen.
		15.14	16.34	21.03	4.2	8992 U. MIEMSS
		15.37	15.50	20.95	45.4	49 Upper Chesapeak
		15.04	15.85	20.92	28.1	35 Civista M. C
		15.64	16.78	20.87	9.5	333 Bowie E.C.
		16.06	16.51	20.84	36.9	32 Cecil County
		15.32	15.47	20.77	49.9	8 Mercy
		15.33	15.77	20.58	12.4	2001 Kernan
		15.94	15.94	20.44	59.6	33 Carroll,
		15.14	15.98	20.01	38.7	54 So. MD.
		14.62	14.62	19.92	15.1	6 Harford Memo.
		13.91	14.65	19.72	72.3	11 St. Agnes
12.72	13.69	18.93	16.5	39 Calvert Mem.		
12.14	12.71	18.57	13.1	17 Garrett		
13.05	13.78	18.33	39.4	61 Atlantic G.		
11.91	11.91	16.24	0.0	30 Chester River		
7.00	7.29	11.16	12.3	45 McCreed		
IP/OP ADM & REGISTRATION CLERK		15.19	16.20	21.89	2,540.7	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
LABORATORY ASST.	14	40.86	40.86	47.96	2.1	23 A.Arundel
		25.19	28.16	34.42	5.7	13 Bon Secour
		20.21	22.25	29.37	4.0	22 Suburban
		16.92	20.44	27.42	4.2	38 MD.General
		14.49	17.83	27.41	8.7	43 BW Medical Ctr.
		17.95	20.13	24.98	7.7	55 Laurel Re.
		17.66	19.60	24.64	8.7	3 P.G.Gen.
		16.44	16.47	23.70	6.3	10 Dochester Hosp
		15.24	16.05	23.29	17.9	37 Easton
		15.49	16.68	23.17	14.7	44 G.B.M.C
		18.22	18.84	23.13	4.1	54 So. MD.
		16.19	17.43	23.03	8.6	40 Northwest
		16.43	17.54	22.96	3.0	28 St. Marys
		15.25	16.23	22.55	25.7	24 Union Mem.
		16.37	17.31	22.33	5.3	4 Holy Cross
		16.81	16.88	22.32	15.7	8 Mercy
		15.29	16.13	22.28	5.5	34 Harbor
		16.58	17.53	21.93	3.5	32 Cecil County
		14.79	15.63	21.74	13.1	2004 Good Sam.
		13.62	13.97	21.70	11.9	27 W.Maryland MC
		14.71	15.48	21.23	12.6	15 Franklin Sqr.
		9.12	15.55	20.91	1.2	2 Univ. MD.
		14.81	14.84	20.21	5.3	49 Upper Chesapeak
		13.44	14.25	20.10	9.1	19 Pen.Gen.
		14.71	14.71	19.91	1.0	51 Drs. P.G.
		13.11	13.82	19.81	11.7	5 Frederic Memo.
		15.35	15.35	19.79	2.1	33 Carroll,
		12.55	14.63	19.69	16.5	11 St. Agnes
		14.34	14.44	19.04	2.8	61 Atlantic G.
		11.81	12.37	17.06	2.6	35 Civista M. C
LABORATORY ASST.		16.47	17.71	23.60	241.4	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
LABORATORY TECH. I	15	24.05	98.47	112.77	0.2	13 Bon Secour
		31.09	31.30	40.25	7.4	44 G.B.M.C
		25.73	25.92	36.33	7.4	43 BW Medical Ctr.
		25.76	26.23	33.41	4.8	2004 Good Sam.
		25.13	26.22	33.29	4.2	34 Harbor
		25.30	26.78	33.02	2.4	51 Drs. P.G.
		25.20	26.26	32.62	11.0	4 Holy Cross
		25.89	25.91	32.28	4.0	8 Mercy
		24.43	26.44	31.52	1.3	333 Bowie E.C.
		22.55	24.18	30.55	1.2	12 Sinai Hosp.
		24.13	24.71	30.28	3.0	3 P.G.Gen.
		20.21	20.91	30.07	31.0	27 W.Maryland MC
		21.91	22.92	29.84	7.5	24 Union Mem.
		23.84	24.35	29.66	1.4	55 Laurel Re.
		21.50	22.84	29.30	3.0	15 Franklin Sqr.
		9.70	20.39	27.37	1.7	38 MD.General
		17.36	21.01	26.98	3.1	2 Univ. MD.
		19.86	20.24	25.25	1.8	30 Chester River
		19.00	19.00	23.89	0.3	45 McCreed
		14.81	17.92	22.96	10.7	23 A.Arundel
		15.14	17.51	22.90	22.3	9 Hopkins Hosp
		16.01	16.33	22.75	5.0	7 St.Jose
		14.82	14.89	20.82	0.5	19 Pen.Gen.
		14.56	15.30	20.71	6.3	40 Northwest
		15.43	15.45	20.47	1.0	35 Civista M. C
		10.69	11.74	15.99	5.1	8992 U. MIEMSS
LABORATORY TECH. I		20.54	24.74	31.36	147.3	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LABORATORY TECH. II	16	40.88	41.00	51.58	5.1	44 G.B.M.C
		40.91	40.91	49.32	1.7	34 Harbor
		40.58	40.58	47.83	1.2	3 P.G.Gen.
		35.50	35.53	43.57	1.0	24 Union Mem.
		33.41	34.03	42.14	11.7	11 St. Agnes
		33.99	33.99	41.52	1.9	15 Franklin Sqr.
		27.66	31.12	39.68	3.5	38 MD.General
		30.22	30.23	37.49	7.3	49 Upper Chesapeake
		29.50	29.89	36.80	2.6	4 Holy Cross
		25.99	26.13	36.55	4.4	43 BW Medical Ctr.
		27.29	29.61	36.10	4.9	51 Drs. P.G.
		26.23	27.95	35.50	15.3	5 Frederic Memo.
		26.75	26.84	35.23	3.8	37 Easton
		25.36	26.86	35.18	14.1	7 St.Jose
		24.91	24.95	34.95	8.1	27 W.Maryland MC
		25.46	28.17	34.43	2.1	13 Bon Secour
		26.18	28.43	34.41	18.8	23 A.Arundel
		17.90	28.38	34.27	2.9	60 Ft. Washington
		26.66	27.20	33.71	14.4	8 Mercy
		27.46	27.46	33.24	5.4	33 Carroll,
		26.58	26.84	32.04	2.7	32 Cecil County
		23.89	24.45	31.90	6.2	22 Suburban
		23.86	24.86	31.83	14.8	19 Pen.Gen.
		24.29	25.62	31.27	12.8	61 Atlantic G.
		24.81	25.83	30.85	0.6	333 Bowie E.C.
		24.31	25.87	30.76	14.2	54 So. MD.
		24.96	25.16	30.56	1.0	30 Chester River
		21.62	22.45	29.79	4.8	17 Garrett
		22.33	23.22	29.64	3.7	39 Calvert Mem.
		21.31	22.88	28.80	3.4	28 St. Marys
		21.65	21.65	26.76	6.0	45 McCread
		18.97	20.65	26.34	137.7	9 Hopkins Hosp
		16.55	19.43	25.23	33.4	2 Univ. MD.
		19.62	19.62	25.11	1.0	35 Civista M. C
		18.55	18.76	24.48	1.9	40 Northwest
		18.39	18.39	23.27	1.6	8992 U. MIEMSS
		15.63	17.21	22.90	10.8	12 Sinai Hosp.
LABORATORY TECH. II		25.95	27.09	33.92	386.7	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
LICENSED PRACTICAL NURSE	18	41.41	43.64	50.98	13.0	23 A.Arundel
		30.64	35.51	43.18	6.2	15 Franklin Sqr.
		29.74	33.42	41.27	19.9	24 Union Mem.
		29.97	32.02	39.62	3.1	34 Harbor
		30.47	31.72	39.48	3.4	11 St. Agnes
		28.78	30.55	39.22	15.7	29 Bayview
		24.58	29.58	38.41	2.4	7 St.Jose
		26.77	28.65	37.16	3.0	44 G.B.M.C
		24.87	26.31	36.75	6.5	43 BW Medical Ctr.
		26.57	29.16	36.64	15.5	2004 Good Sam.
		24.78	29.87	36.38	16.6	51 Drs. P.G.
		23.83	27.85	36.06	3.8	18 Montgy. Gen.
		28.86	29.59	35.61	12.0	33 Carroll,
		26.66	29.10	35.14	7.9	3 P.G.Gen.
		26.99	27.98	34.98	1.0	39 Calvert Mem.
		24.59	28.08	34.50	0.8	35 Civista M. C
		23.26	26.13	34.45	4.3	37 Easton
		22.48	26.46	34.33	10.0	38 MD.General
		26.63	28.48	34.23	3.4	55 Laurel Re.
		25.04	26.79	34.19	1.8	48 Howard
		24.24	28.74	33.89	29.4	54 So. MD.
		26.33	27.45	33.81	1.8	28 St. Marys
		24.96	26.66	33.69	5.1	16 Wash.Adv.
		26.16	26.36	32.94	2.9	12 Sinai Hosp.
		24.56	26.00	32.73	4.1	6 Harford Memo.
		26.07	26.29	32.68	0.9	40 Northwest
		21.40	24.66	32.67	0.9	10 Dochester Hosp
		25.24	26.36	32.60	21.2	9 Hopkins Hosp
		24.59	27.13	32.35	3.9	32 Cecil County
		22.69	24.74	32.24	0.5	22 Suburban
		23.22	25.34	31.56	6.4	4 Holy Cross
		24.79	26.08	31.55	3.6	30 Chester River
		22.14	25.29	31.29	9.1	2001 Kernan
		22.79	23.93	31.04	0.9	5 Frederic Memo.
		20.56	23.02	30.37	18.7	1 Meritus M.C.
		22.92	23.87	30.35	19.9	49 Upper Chesapeak
		20.96	23.33	30.14	40.2	19 Pen.Gen.
		19.93	20.61	29.71	17.3	27 W.Maryland MC
		20.34	20.74	27.82	3.5	17 Garrett
		16.06	16.26	21.03	2.0	61 Atlantic G.
		13.63	14.08	18.54	6.0	45 McCreed
LICENSED PRACTICAL NURSE		24.89	27.02	34.04	348.4	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MAIL CLERK	19	15.48	15.48	22.27	3.1	29 Bayview
		16.11	16.11	21.85	1.4	16 Wash.Adv.
		16.62	16.67	21.60	1.0	4 Holy Cross
		14.89	14.93	21.39	2.1	1 Meritus M.C.
		14.58	15.05	21.03	1.4	48 Howard
		15.47	15.49	20.92	3.6	5050 Shady Grove
		16.23	16.23	20.76	4.2	33 Carroll,
		13.57	13.57	20.54	0.6	37 Easton
		13.57	13.57	20.53	0.2	10 Dochester Hosp
		11.44	11.44	20.37	1.9	43 BW Medical Ctr.
		9.95	14.00	20.03	11.2	38 MD.General
		13.93	14.28	19.92	2.7	15 Franklin Sqr.
		14.21	14.57	19.77	3.1	8 Mercy
		14.57	14.57	19.68	16.4	9 Hopkins Hosp
		13.39	13.65	19.56	10.5	2004 Good Sam.
		13.17	13.57	19.54	10.8	5 Frederic Memo.
		14.23	14.23	19.38	0.5	51 Drs. P.G.
		12.04	12.04	19.37	2.0	27 W.Maryland MC
		14.08	14.18	19.28	1.0	28 St. Marys
		14.00	14.56	19.27	0.7	13 Bon Secour
		13.74	13.88	19.25	3.1	12 Sinai Hosp.
		12.99	13.18	19.23	2.9	24 Union Mem.
		13.55	13.64	18.82	3.2	6 Harford Memo.
		12.75	12.84	18.69	1.1	34 Harbor
		13.40	13.43	18.64	0.9	39 Calvert Mem.
		13.71	13.71	18.62	3.2	11 St. Agnes
		12.25	13.10	18.18	5.0	2 Univ. MD.
		10.52	12.69	17.27	1.0	23 A.Arundel
		12.31	12.31	16.99	1.0	35 Civista M. C
		11.21	11.21	16.74	2.4	19 Pen.Gen.
		11.75	11.75	16.74	1.2	49 Upper Chesapeak
		11.15	11.61	16.69	3.4	40 Northwest
		12.30	12.30	16.68	1.0	2001 Kernan
		10.90	11.17	15.48	2.0	61 Atlantic G.
MAIL CLERK		13.35	13.68	19.27	109.8	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MAINTENANCE MECHANIC I	20	19.68	26.55	33.38	1.0	39 Calvert Mem.
		21.21	21.21	31.14	2.0	43 BW Medical Ctr.
		22.83	23.50	29.63	3.0	8 Mercy
		22.94	24.22	28.98	9.6	54 So. MD.
		20.32	21.57	28.37	7.6	24 Union Mem.
		19.46	22.18	28.28	5.0	2 Univ. MD.
		20.75	20.80	28.25	5.9	29 Bayview
		17.87	22.14	27.56	1.1	23 A.Arundel
		20.69	20.95	27.28	4.5	16 Wash.Adv.
		20.26	20.99	26.91	1.5	40 Northwest
		15.63	19.99	26.90	2.0	38 MD.General
		19.88	20.45	26.69	21.1	15 Franklin Sqr.
		18.43	19.81	26.30	11.8	34 Harbor
		19.37	19.37	25.88	3.0	48 Howard
		18.36	19.24	25.83	15.2	5 Frederic Memo.
		18.50	19.05	25.51	9.5	2004 Good Sam.
		19.44	19.61	25.20	10.7	9 Hopkins Hosp
		19.07	19.38	24.72	3.1	4 Holy Cross
		17.92	19.62	24.72	3.3	61 Atlantic G.
		18.72	18.72	24.43	12.4	11 St. Agnes
		17.34	17.75	24.40	1.0	18 Montgy. Gen.
		15.35	18.09	23.83	4.9	5050 Shady Grove
		16.97	17.19	23.76	2.9	44 G.B.M.C
		18.55	18.57	23.73	4.0	2001 Kernan
		16.13	16.13	23.37	3.0	37 Easton
		17.01	17.63	23.30	1.1	6 Harford Memo.
		17.78	17.86	22.30	3.0	32 Cecil County
		14.92	15.86	21.42	36.1	12 Sinai Hosp.
		14.18	14.67	21.09	6.0	1 Meritus M.C.
		14.01	14.01	21.02	1.0	10 Dochester Hosp
		13.05	13.29	20.88	6.5	27 W.Maryland MC
		14.28	14.95	20.33	1.1	49 Upper Chesapeak
		13.77	13.98	19.81	4.7	19 Pen.Gen.
		11.48	12.98	17.50	5.4	13 Bon Secour
		12.75	12.77	17.17	1.0	30 Chester River
		10.46	10.46	15.29	0.3	51 Drs. P.G.
		10.34	10.50	14.65	2.6	45 McCread
MAINTENANCE MECHANIC I		17.29	18.27	24.32	217.9	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MAINTENANCE MECHANIC II	21	30.96	35.50	43.61	11.3	16 Wash.Adv.
		32.77	33.81	39.40	5.5	54 So. MD.
		28.25	31.48	38.85	22.7	5050 Shady Grove
		29.17	31.15	38.81	12.4	24 Union Mem.
		30.14	31.59	37.68	1.1	55 Laurel Re.
		28.36	28.80	37.16	8.6	18 Montgy. Gen.
		25.75	28.32	36.77	13.2	44 G.B.M.C
		25.48	26.27	36.71	25.0	43 BW Medical Ctr.
		26.27	27.88	36.22	46.3	29 Bayview
		25.41	28.58	35.87	16.6	34 Harbor
		26.64	28.42	35.82	14.7	2004 Good Sam.
		26.81	29.37	35.44	22.5	3 P.G.Gen.
		26.85	28.79	35.21	13.7	51 Drs. P.G.
		23.50	28.29	35.08	55.6	2 Univ. MD.
		26.11	27.52	34.43	18.8	15 Franklin Sqr.
		24.94	26.64	34.41	8.2	22 Suburban
		26.34	27.10	33.41	168.7	9 Hopkins Hosp
		24.52	25.70	33.36	21.6	1 Meritus M.C.
		24.98	26.75	33.19	17.5	40 Northwest
		25.68	26.27	33.16	9.1	11 St. Agnes
		26.62	27.85	33.13	6.6	32 Cecil County
		24.72	26.96	32.81	26.1	23 A.Arundel
		23.51	27.10	32.81	2.1	8992 U. MIEMSS
		25.56	25.70	32.06	24.3	8 Mercy
		24.15	25.74	31.94	8.1	28 St. Marys
		23.16	23.83	31.89	8.3	37 Easton
		18.17	24.11	31.63	13.2	38 MD.General
		23.50	24.11	31.24	10.3	5 Frederic Memo.
		21.72	24.11	30.64	8.7	39 Calvert Mem.
		22.53	23.51	30.52	8.2	48 Howard
		19.86	22.89	30.49	16.0	7 St.Jose
		20.05	20.73	29.85	23.1	27 W.Maryland MC
		20.96	24.22	29.75	3.2	61 Atlantic G.
		22.03	23.84	29.66	3.4	2001 Kernan
		21.80	23.20	29.48	36.2	12 Sinai Hosp.
		15.43	23.53	28.99	3.8	60 Ft. Washington
		20.52	20.63	28.25	3.6	10 Dochester Hosp
		22.73	22.73	27.98	3.0	33 Carroll,
		21.66	22.13	27.88	18.8	4 Holy Cross
		18.92	22.32	27.49	6.3	30 Chester River
		20.05	20.43	26.48	8.1	49 Upper Chesapeak
		19.53	20.42	26.45	6.2	6 Harford Memo.
		20.09	20.47	26.06	2.1	35 Civista M. C
		18.19	19.25	25.63	14.7	19 Pen.Gen.
		15.57	17.52	24.11	7.2	17 Garrett
		10.29	11.08	15.29	2.4	45 McCread
MAINTENANCE MECHANIC II		23.48	25.36	32.11	787.2	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MATERIALS HANDLER, OPERATIONS LEVEL	45	17.70	18.63	25.23	30.3	22 Suburban
		18.00	19.08	24.23	34.6	23 A.Arundel
		15.82	17.38	23.81	44.4	24 Union Mem.
		16.64	17.17	23.73	11.2	18 Montgy. Gen.
		13.79	14.37	23.60	35.5	43 BW Medical Ctr.
		15.87	17.06	23.30	24.0	34 Harbor
		16.00	16.20	23.08	36.5	29 Bayview
		13.08	15.85	22.15	14.4	38 MD.General
		14.40	16.43	21.35	10.2	13 Bon Secour
		16.62	16.83	21.32	4.1	55 Laurel Re.
		13.14	14.69	21.12	40.8	1 Meritus M.C.
		13.88	15.64	21.01	101.9	2 Univ. MD.
		15.06	15.63	20.94	24.3	8 Mercy
		14.07	14.95	20.92	33.3	48 Howard
		15.32	15.59	20.86	11.1	51 Drs. P.G.
		15.09	15.57	20.78	110.4	9 Hopkins Hosp
		13.72	13.79	20.77	2.7	10 Dochester Hosp
		15.10	15.50	20.72	12.6	28 St. Marys
		12.93	13.66	20.64	11.6	37 Easton
		12.71	13.06	20.60	19.0	27 W.Maryland MC
		14.03	14.58	20.58	47.1	2004 Good Sam.
		14.99	15.19	20.57	4.4	6 Harford Memo.
		15.36	15.71	20.51	13.4	2001 Kernan
		14.97	15.63	20.41	37.0	4 Holy Cross
		13.26	15.02	20.40	39.5	40 Northwest
		15.63	15.82	20.31	27.6	33 Carroll,
		14.05	14.24	20.29	21.8	5 Frederic Memo.
		13.75	14.70	20.15	8.5	12 Sinai Hosp.
		14.26	14.56	20.11	13.3	16 Wash.Adv.
		14.85	15.42	20.01	12.8	3 P.G.Gen.
		13.57	13.95	19.97	18.0	44 G.B.M.C
		15.07	15.30	19.90	0.9	30 Chester River
		13.34	14.20	19.84	67.6	15 Franklin Sqr.
		13.98	14.16	19.45	11.4	49 Upper Chesapeak
		13.83	14.52	19.45	9.2	35 Civista M. C
		13.41	14.12	19.38	28.3	5050 Shady Grove
		12.63	13.49	19.27	44.6	19 Pen.Gen.
		13.38	13.58	18.80	4.0	39 Calvert Mem.
		13.87	13.94	18.04	11.6	32 Cecil County
		12.57	12.65	17.09	1.5	61 Atlantic G.
		11.46	11.87	16.50	24.0	11 St. Agnes
		10.16	11.62	16.06	3.5	60 Ft. Washington
		10.25	10.25	15.74	3.0	17 Garrett
		11.69	11.93	15.60	12.0	54 So. MD.
		5.08	5.74	9.48	3.5	45 McCreed
MATERIALS HANDLER, OPERATIONS LEVEL		13.96	14.65	20.18	1,081.1	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MATERIALS HANDLER, PROF. LEVEL	47	34.64	34.53	42.27	6.0	5050 Shady Grove
		34.20	34.20	41.43	8.0	8 Mercy
		29.86	32.61	40.39	9.1	24 Union Mem.
		29.60	29.60	38.08	1.9	18 Montgy. Gen.
		30.50	30.54	37.73	9.8	15 Franklin Sqr.
		30.04	30.10	37.52	8.7	34 Harbor
		29.30	29.30	36.66	8.8	16 Wash.Adv.
		29.12	29.14	36.61	9.3	2004 Good Sam.
		28.39	28.40	36.43	6.0	22 Suburban
		28.80	30.19	36.23	2.1	60 Ft. Washington
		29.24	29.34	36.01	5.8	40 Northwest
		28.41	28.73	35.47	11.9	4 Holy Cross
		25.94	25.99	34.05	5.0	44 G.B.M.C
		27.88	27.88	33.17	4.0	32 Cecil County
		26.15	26.46	33.05	7.2	12 Sinai Hosp.
		21.34	22.04	32.06	14.6	43 BW Medical Ctr.
		26.24	26.24	31.98	1.0	3 P.G.Gen.
		26.44	26.44	31.97	1.0	55 Laurel Re.
		25.33	25.37	31.49	4.0	51 Drs. P.G.
		23.42	24.06	30.95	18.3	19 Pen.Gen.
		17.88	24.78	30.65	1.5	13 Bon Secour
		23.14	23.61	30.63	3.8	48 Howard
		23.79	23.79	30.26	3.0	49 Upper Chesapeak
		22.42	23.67	30.14	4.1	39 Calvert Mem.
		19.90	22.79	30.12	6.5	38 MD.General
		23.35	23.89	29.89	9.1	9 Hopkins Hosp
		22.92	23.40	29.84	7.2	11 St. Agnes
		23.18	23.00	29.35	6.0	6 Harford Memo.
		17.40	23.03	29.23	14.5	2 Univ. MD.
		22.41	22.80	28.71	2.6	28 St. Marys
		19.34	21.39	28.69	0.0	1001 Easton Memorial
		22.67	22.67	28.49	2.9	35 Civista M. C
		20.62	20.70	28.14	17.1	29 Bayview
		19.20	19.20	28.01	2.0	27 W.Maryland MC
		22.61	23.04	27.69	5.2	54 So. MD.
		18.58	19.25	26.83	5.5	37 Easton
		18.42	19.24	26.73	1.5	10 Dochester Hosp
		19.85	19.94	26.61	2.0	5 Frederic Memo.
		19.34	21.39	26.49	0.5	30 Chester River
		19.86	21.14	26.47	33.4	23 A.Arundel
		17.15	20.94	26.40	2.8	2001 Kernan
		19.08	19.19	26.12	6.1	1 Meritus M.C.
		20.62	20.62	25.65	1.0	45 McCread
		18.55	18.55	23.35	2.2	33 Carroll,
		16.84	17.12	21.97	3.7	61 Atlantic G.
		15.27	15.32	21.58	2.0	17 Garrett
MATERIALS HANDLER, PROF. LEVEL		23.68	24.47	31.12	288.7	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MDCL. RCDS. & CODING CLERK	22	27.80	27.80	33.63	2.0	60 Ft. Washington
		24.61	25.22	31.69	8.5	12 Sinai Hosp.
		20.75	21.35	27.49	22.6	5050 Shady Grove
		21.98	21.98	27.26	1.0	3 P.G.Gen.
		19.88	20.05	27.05	18.2	18 Montgy. Gen.
		18.64	19.42	26.38	27.8	1 Meritus M.C.
		19.69	20.13	26.36	26.1	16 Wash.Adv.
		15.79	16.28	25.70	28.7	43 BW Medical Ctr.
		18.67	18.78	25.10	1.9	8994 U. UMCC
		17.47	18.09	24.81	7.7	44 G.B.M.C
		18.69	18.94	24.78	2.5	6 Harford Memo.
		18.77	18.77	24.16	8.0	35 Civista M. C
		18.15	18.32	24.13	14.1	39 Calvert Mem.
		16.25	16.47	23.75	12.5	37 Easton
		17.43	17.50	23.70	23.1	19 Pen.Gen.
		17.87	18.07	23.63	34.8	8 Mercy
		17.81	18.45	23.54	20.7	23 A.Arundel
		17.70	18.13	23.23	9.5	2001 Kernan
		15.73	16.24	22.48	13.9	22 Suburban
		16.32	16.48	22.00	6.0	40 Northwest
		14.02	14.10	21.86	14.6	27 W.Maryland MC
		14.93	15.40	21.43	18.8	48 Howard
		16.32	16.80	21.39	9.8	33 Carroll,
		17.10	17.11	21.24	1.9	333 Bowie E.C.
		13.08	14.99	21.16	6.4	38 MD.General
		14.64	14.85	21.01	16.2	7 St.Jose
		14.11	14.85	20.96	19.2	5 Frederic Memo.
		15.53	15.69	20.90	71.3	9 Hopkins Hosp
		13.68	13.84	20.82	4.0	10 Dochester Hosp
		14.06	14.62	20.80	14.7	24 Union Mem.
		13.30	14.68	20.69	7.7	34 Harbor
		15.41	15.70	20.49	20.8	4 Holy Cross
		13.50	13.70	20.27	36.4	29 Bayview
		15.55	16.15	20.19	17.3	54 So. MD.
		13.70	14.81	20.09	37.4	2 Univ. MD.
		14.88	14.88	20.05	4.5	28 St. Marys
		15.10	15.10	19.65	3.0	45 McCread
		15.18	15.25	19.56	1.0	55 Laurel Re.
		15.02	15.29	19.51	11.1	32 Cecil County
		13.07	13.56	19.46	13.0	2004 Good Sam.
13.87	14.26	19.42	9.1	51 Drs. P.G.		
14.16	14.58	19.28	16.4	13 Bon Secour		
12.71	13.56	19.14	32.4	15 Franklin Sqr.		
13.14	13.68	18.59	13.3	11 St. Agnes		
14.08	14.08	18.58	4.0	30 Chester River		
12.50	12.64	17.74	14.5	49 Upper Chesapeak		
12.20	12.45	16.87	6.2	61 Atlantic G.		
10.17	10.48	16.01	4.0	17 Garrett		
11.20	11.25	15.44	1.0	8992 U. MIEMSS		
MDCL. RCDS. & CODING CLERK		16.04	16.42	22.11	719.6	

Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

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	28.01	35.27	44.44	21.9	38 MD.General
		33.03	36.27	44.38	48.7	24 Union Mem.
		31.98	34.95	43.73	4.7	1001 Easton Memorial
		30.57	32.36	43.43	39.7	43 BW Medical Ctr.
		33.80	35.26	42.90	47.4	15 Franklin Sqr.
		32.74	34.69	42.54	24.7	34 Harbor
		31.15	35.31	42.38	3.7	13 Bon Secour
		31.93	33.07	42.12	32.7	37 Easton
		31.72	33.21	42.02	12.5	10 Dochester Hosp
		30.53	32.30	41.20	25.0	18 Montgy. Gen.
		31.09	32.65	40.48	38.4	2004 Good Sam.
		29.69	31.19	40.30	34.8	7 St.Jose
		30.05	33.80	40.27	37.3	23 A.Arundel
		30.65	33.71	40.24	29.0	3 P.G.Gen.
		29.72	32.65	40.23	22.4	39 Calvert Mem.
		31.58	33.11	40.00	22.5	28 St. Marys
		29.93	31.56	39.50	23.3	5 Frederic Memo.
		29.40	30.66	39.50	51.7	44 G.B.M.C
		27.57	32.21	39.43	158.5	2 Univ. MD.
		28.63	30.78	39.16	30.6	22 Suburban
		30.98	33.16	38.90	18.9	32 Cecil County
		30.92	32.96	38.71	3.1	333 Bowie E.C.
		31.35	31.59	38.56	43.4	8 Mercy
		30.58	31.07	38.43	36.2	49 Upper Chesapeak
		30.56	31.01	38.37	23.4	6 Harford Memo.
		29.21	31.10	38.19	53.7	4 Holy Cross
		29.04	31.48	38.12	19.3	51 Drs. P.G.
		29.59	31.04	38.08	56.1	12 Sinai Hosp.
		29.29	30.95	37.77	30.1	40 Northwest
		28.12	31.01	37.09	15.7	8992 U. MIEMSS
		28.43	30.16	36.76	296.1	9 Hopkins Hosp
		30.19	30.19	36.27	27.1	33 Carroll,
		27.28	28.56	35.93	35.6	19 Pen.Gen.
		26.34	28.45	35.69	62.4	11 St. Agnes
		27.87	29.06	35.59	22.4	35 Civista M. C
		27.26	29.59	35.46	8.9	55 Laurel Re.
		27.58	29.03	34.74	12.3	30 Chester River
		25.13	25.62	33.43	7.4	17 Garrett
		22.53	23.66	33.39	9.6	27 W.Maryland MC
		21.84	27.53	33.34	7.2	60 Ft. Washington
	27.06	27.80	32.87	27.9	54 So. MD.	
MDCL. TECHNOLOGIST (A.S.C.P)		29.39	31.46	38.88	1,526.4	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MDCL. TRANSCRIPTIONIST	28	24.08	24.59	32.30	3.5	18 Montgy. Gen.
		23.05	25.49	32.12	2.4	5050 Shady Grove
		23.06	23.30	30.90	1.0	44 G.B.M.C
		23.63	23.96	30.66	3.3	16 Wash.Adv.
		23.91	23.91	29.29	3.0	33 Carroll,
		20.84	23.01	29.11	2.5	40 Northwest
		21.93	21.96	28.20	1.0	49 Upper Chesapeak
		21.27	22.03	28.20	2.4	12 Sinai Hosp.
		18.00	18.39	28.03	19.1	43 BW Medical Ctr.
		21.55	23.11	27.99	2.5	32 Cecil County
		21.34	21.34	27.48	1.0	6 Harford Memo.
		21.20	21.58	27.37	3.3	51 Drs. P.G.
		20.30	21.56	27.33	7.7	9 Hopkins Hosp
		22.40	22.48	27.08	2.0	54 So. MD.
		20.68	21.27	26.89	9.2	4 Holy Cross
		18.69	19.78	26.78	11.3	1 Meritus M.C.
		19.67	19.97	26.63	15.0	24 Union Mem.
		19.83	19.86	26.40	10.0	2004 Good Sam.
		20.12	20.18	26.39	12.0	15 Franklin Sqr.
		20.42	20.49	26.19	1.0	28 St. Marys
		19.18	19.18	26.12	4.0	7 St.Jose
		19.26	19.41	25.86	2.9	34 Harbor
		19.89	20.04	25.81	16.4	8 Mercy
		19.73	19.76	25.63	12.5	11 St. Agnes
		19.88	19.88	25.18	1.0	13 Bon Secour
		15.89	16.25	24.46	20.2	27 W.Maryland MC
		14.77	17.99	24.45	20.7	5 Frederic Memo.
		18.83	18.98	24.39	1.2	35 Civista M. C
		16.37	17.00	24.33	1.5	37 Easton
		14.78	17.82	23.43	3.0	2 Univ. MD.
	16.95	17.56	22.60	2.0	2001 Kernan	
	17.57	17.63	22.53	1.9	61 Atlantic G.	
	15.96	16.32	22.39	23.0	19 Pen.Gen.	
	15.90	16.47	22.05	2.1	39 Calvert Mem.	
	16.56	16.56	21.27	1.0	8992 U. MIEMSS	
	14.39	14.91	21.11	4.1	17 Garrett	
	15.06	15.06	19.85	0.5	23 A.Arundel	
MDCL. TRANSCRIPTIONIST		19.38	19.98	26.13	231.0	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MEDICAL RECORDS TECHNICIAN ART	23	45.51	45.51	53.57	1.0	28 St. Marys
		40.00	40.00	47.74	0.8	35 Civista M. C
		33.46	33.46	41.35	5.6	19 Pen.Gen.
		31.27	31.27	40.21	2.0	8994 U. UMCC
		32.00	32.69	40.20	4.9	5050 Shady Grove
		32.18	32.18	39.03	1.1	2001 Kernan
		27.10	27.11	37.65	11.2	43 BW Medical Ctr.
		28.84	29.71	37.11	3.5	16 Wash.Adv.
		28.59	29.02	36.49	17.0	24 Union Mem.
		22.88	28.24	36.37	7.8	38 MD.General
		27.65	28.05	35.42	18.3	2004 Good Sam.
		28.45	28.72	35.34	9.8	40 Northwest
		27.25	28.50	35.30	24.9	2 Univ. MD.
		25.41	28.82	35.15	4.8	13 Bon Secour
		25.88	26.10	34.29	11.0	7 St.Jose
		26.48	26.51	34.26	9.2	22 Suburban
		25.25	25.51	33.55	15.7	29 Bayview
		26.26	27.63	33.55	14.7	23 A.Arundel
		24.90	26.71	33.54	27.5	15 Franklin Sqr.
		24.78	25.66	32.96	15.1	5 Frederic Memo.
		27.01	27.47	32.72	13.5	32 Cecil County
		26.25	26.36	32.59	26.3	9 Hopkins Hosp
		26.72	26.72	32.42	14.0	33 Carroll,
		24.42	25.46	31.95	2.1	12 Sinai Hosp.
		24.47	24.63	31.77	12.0	48 Howard
		24.76	25.36	31.60	18.3	4 Holy Cross
		23.47	24.17	30.73	21.0	11 St. Agnes
		23.02	23.08	30.65	12.7	44 G.B.M.C
		22.57	24.02	30.02	2.2	51 Drs. P.G.
		23.11	23.23	30.02	7.3	34 Harbor
		23.49	23.49	29.62	8.0	8 Mercy
		23.17	23.92	29.17	10.0	55 Laurel Re.
		22.73	23.63	29.09	24.3	3 P.G.Gen.
		19.87	19.89	28.84	11.8	27 W.Maryland MC
		21.99	22.01	28.24	12.2	6 Harford Memo.
		20.42	20.61	26.69	29.7	49 Upper Chesapeak
		19.50	19.76	24.86	4.0	61 Atlantic G.
		14.26	19.16	24.25	6.4	60 Ft. Washington
		17.75	17.76	22.56	3.9	30 Chester River
		13.29	14.96	21.17	2.2	17 Garrett
		16.41	16.41	20.47	1.0	333 Bowie E.C.
		13.86	13.96	20.31	1.0	1 Meritus M.C.
MEDICAL RECORDS TECHNICIAN ART		25.16	25.89	32.69	449.6	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MRI TECHNOLOGIST	37	40.00	54.61	64.78	0.3	5050 Shady Grove
		37.11	47.39	56.96	1.8	16 Wash.Adv.
		43.08	46.11	54.79	2.7	15 Franklin Sqr.
		40.49	43.77	52.73	1.9	2004 Good Sam.
		40.36	42.88	52.46	5.2	1 Meritus M.C.
		35.20	41.76	51.75	4.5	22 Suburban
		34.77	41.38	51.45	2.1	38 MD.General
		42.21	44.03	51.41	5.1	23 A.Arundel
		39.06	39.44	51.23	2.6	43 BW Medical Ctr.
		37.96	41.15	50.38	6.1	11 St. Agnes
		37.35	41.59	50.24	7.0	4 Holy Cross
		40.67	40.98	49.39	3.3	34 Harbor
		37.54	41.40	49.17	1.6	13 Bon Secour
		38.18	41.08	49.11	5.2	12 Sinai Hosp.
		38.97	42.15	48.66	4.7	32 Cecil County
		38.01	39.82	48.25	3.3	49 Upper Chesapeak
		34.55	39.51	47.55	14.7	2 Univ. MD.
		34.56	39.16	47.52	2.6	24 Union Mem.
		34.17	36.83	46.28	4.3	29 Bayview
		32.26	38.44	46.01	2.4	35 Civista M. C
		34.86	38.01	45.64	10.4	8 Mercy
		36.26	36.62	44.68	1.8	6 Harford Memo.
		31.02	32.58	44.16	5.3	27 W.Maryland MC
		32.32	35.14	43.21	6.0	19 Pen.Gen.
		32.77	35.92	43.07	52.8	9 Hopkins Hosp
		31.67	32.80	38.81	1.9	30 Chester River
		27.82	30.46	38.28	4.7	5 Frederic Memo.
		28.96	31.79	38.02	3.3	61 Atlantic G.
		28.84	28.84	37.23	1.1	10 Dochester Hosp
		27.64	27.77	36.25	2.1	37 Easton
MRI TECHNOLOGIST		35.62	39.11	47.65	170.9	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
NUCLEAR MEDICINE TECHNOLOGIST (REG.)	29	17.79	54.47	66.48	2.2	38 MD.General
		38.62	51.44	63.29	2.4	18 Montgy. Gen.
		37.43	51.52	62.93	1.7	22 Suburban
		39.27	49.98	58.06	3.3	55 Laurel Re.
		43.59	44.77	57.10	5.2	43 BW Medical Ctr.
		40.99	46.09	55.33	2.9	39 Calvert Mem.
		37.66	46.30	54.73	2.3	35 Civista M. C
		42.62	43.74	53.41	3.8	1 Meritus M.C.
		41.46	42.47	53.30	14.1	44 G.B.M.C
		39.16	43.98	53.14	2.5	16 Wash.Adv.
		36.42	45.28	52.62	1.4	60 Ft. Washington
		41.99	44.68	52.36	7.3	3 P.G.Gen.
		41.65	43.20	52.08	2.7	6 Harford Memo.
		31.87	42.73	51.46	3.1	5050 Shady Grove
		41.36	43.92	51.29	21.6	23 A.Arundel
		41.20	42.18	50.97	4.5	2004 Good Sam.
		40.45	42.67	50.54	4.7	40 Northwest
		38.32	41.01	50.22	10.5	11 St. Agnes
		36.93	41.56	50.20	5.0	4 Holy Cross
		37.47	41.89	49.61	3.2	28 St. Marys
		36.79	40.27	48.88	6.3	19 Pen.Gen.
		36.65	38.86	48.54	7.9	37 Easton
		37.37	39.20	47.56	6.6	49 Upper Chesapeak
		34.47	37.79	47.36	3.7	29 Bayview
		37.04	39.07	46.89	10.6	12 Sinai Hosp.
		27.80	38.73	46.68	4.5	2 Univ. MD.
		31.18	37.95	46.59	3.6	5 Frederic Memo.
		33.98	39.24	46.56	5.2	51 Drs. P.G.
		31.72	36.30	46.34	4.8	7 St.Jose
		36.66	40.06	46.20	2.7	54 So. MD.
		35.28	37.97	45.87	5.3	15 Franklin Sqr.
		34.97	37.57	45.80	4.9	24 Union Mem.
		32.61	37.07	45.71	4.0	48 Howard
		32.76	33.62	45.41	11.0	27 W.Maryland MC
		36.11	37.67	45.27	5.5	8 Mercy
		36.31	37.87	45.20	14.1	9 Hopkins Hosp
		37.00	38.79	45.01	5.7	32 Cecil County
		32.93	35.78	42.91	1.3	13 Bon Secour
		31.58	34.19	41.98	2.9	34 Harbor
		33.02	35.25	41.89	3.5	33 Carroll,
	31.14	32.68	41.56	2.1	17 Garrett	
	29.97	30.35	38.89	1.0	10 Dochester Hosp	
	32.39	32.42	38.40	2.0	30 Chester River	
	28.67	29.46	35.47	2.8	61 Atlantic G.	
NUCLEAR MEDICINE TECHNOLOGIST (REG.) =====		35.79	40.50	49.09	226.2	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
NURSE EDUCATORS	58	42.34	48.87	60.78	10.0	44 G.B.M.C
		46.68	46.68	57.80	3.0	18 Montgy. Gen.
		45.83	45.83	56.40	4.0	29 Bayview
		40.97	45.82	56.39	20.5	22 Suburban
		43.69	47.67	55.37	24.8	23 A.Arundel
		46.50	46.50	55.01	4.7	8 Mercy
		37.62	40.74	52.66	10.4	43 BW Medical Ctr.
		43.77	43.77	52.55	10.0	24 Union Mem.
		40.83	40.94	51.81	4.7	7 St.Jose
		43.59	43.75	51.71	10.1	40 Northwest
		43.80	43.80	51.69	28.4	9 Hopkins Hosp
		42.98	43.41	51.41	1.0	13 Bon Secour
		42.97	43.10	51.32	20.8	12 Sinai Hosp.
		39.46	41.78	50.99	15.8	48 Howard
		36.87	40.89	50.89	6.0	38 MD.General
		40.96	41.40	50.68	9.7	11 St. Agnes
		43.02	43.02	50.53	7.2	33 Carroll,
		43.27	43.27	50.43	1.0	60 Ft. Washington
		41.93	41.93	50.21	7.7	15 Franklin Sqr.
		41.45	41.45	50.17	4.3	2004 Good Sam.
		41.41	41.42	49.88	3.7	34 Harbor
		40.36	40.60	49.13	18.8	49 Upper Chesapeak
		39.60	40.58	49.04	13.8	5050 Shady Grove
		37.41	39.14	48.30	11.5	1 Meritus M.C.
		39.84	39.84	47.22	6.4	51 Drs. P.G.
		38.93	40.09	47.11	3.7	55 Laurel Re.
		39.47	39.96	46.55	1.6	30 Chester River
		36.19	37.99	46.41	6.9	16 Wash.Adv.
		39.98	40.14	46.29	4.0	54 So. MD.
		34.16	38.33	46.24	11.6	2 Univ. MD.
		37.43	37.72	46.05	17.3	19 Pen.Gen.
		35.60	35.85	45.21	0.2	17 Garrett
		36.86	36.92	44.88	14.7	4 Holy Cross
		37.30	37.30	44.73	2.3	35 Civista M. C
		36.64	36.64	44.70	5.0	6 Harford Memo.
		36.03	36.37	44.41	5.5	39 Calvert Mem.
		35.30	35.37	43.74	5.2	5 Frederic Memo.
		37.40	37.56	43.68	7.6	32 Cecil County
		36.46	36.63	43.46	11.7	3 P.G.Gen.
		31.54	31.56	42.93	7.3	27 W.Maryland MC
		35.91	36.03	42.66	4.8	61 Atlantic G.
		31.56	31.59	40.49	5.3	37 Easton
		32.30	32.98	39.86	7.3	28 St. Marys
		30.74	30.74	39.31	0.5	10 Dochester Hosp
NURSE EDUCATORS		39.25	40.14	48.66	380.6	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. A	59	55.72	56.94	66.93	2.0	2 Univ. MD.
		51.17	57.77	66.39	4.8	23 A.Arundel
		40.81	56.50	66.00	15.0	13 Bon Secour
		50.94	51.76	64.15	14.0	44 G.B.M.C
		42.04	51.41	61.47	3.9	16 Wash.Adv.
		48.24	50.72	60.12	15.1	24 Union Mem.
		42.87	47.56	58.39	24.9	22 Suburban
		48.61	48.93	57.72	51.9	12 Sinai Hosp.
		48.00	48.61	56.74	3.7	33 Carroll,
		43.05	48.44	56.55	31.7	51 Drs. P.G.
		41.67	48.70	56.08	3.3	333 Bowie E.C.
		44.99	44.99	55.45	2.0	29 Bayview
		45.93	45.93	55.45	9.1	5 Frederic Memo.
		43.70	43.94	55.35	42.8	7 St.Jose
		42.21	45.63	55.30	4.8	48 Howard
		45.86	45.90	55.07	13.3	2004 Good Sam.
		41.13	44.22	54.95	22.2	18 Montgy. Gen.
		45.25	45.25	53.62	4.0	8 Mercy
		44.95	44.95	53.52	21.1	15 Franklin Sqr.
		44.60	44.60	53.35	8.7	34 Harbor
		41.99	43.91	52.90	6.8	4 Holy Cross
		42.48	43.80	52.66	6.5	5050 Shady Grove
		44.00	44.00	52.17	2.0	35 Civista M. C
		39.26	39.26	51.03	2.0	43 BW Medical Ctr.
		38.35	40.64	50.51	14.1	37 Easton
		35.33	40.75	49.92	58.2	11 St. Agnes
		41.00	41.00	49.58	1.0	49 Upper Chesapeak
		40.72	40.72	49.30	2.0	39 Calvert Mem.
		38.43	42.01	49.23	19.1	55 Laurel Re.
		34.54	41.74	48.77	3.1	60 Ft. Washington
		39.11	41.05	48.35	51.4	3 P.G.Gen.
		38.57	38.63	46.94	1.0	6 Harford Memo.
		38.66	39.69	46.66	7.5	61 Atlantic G.
		39.13	39.13	45.39	4.0	32 Cecil County
		29.62	33.59	42.61	3.2	17 Garrett
		32.40	33.37	42.20	5.0	10 Dochester Hosp
		19.58	19.69	24.64	3.3	45 McCread
NURSE MGR. A		41.75	44.21	53.12	488.3	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. B	60	51.88	64.73	75.37	16.5	24 Union Mem.
		56.97	56.97	66.54	13.0	12 Sinai Hosp.
		54.25	55.84	66.24	4.2	49 Upper Chesapeak
		55.26	55.26	66.22	5.0	1 Meritus M.C.
		54.46	54.46	64.76	3.0	6 Harford Memo.
		51.52	51.52	64.31	17.0	7 St.Jose
		51.55	51.55	62.97	13.0	22 Suburban
		54.22	54.22	62.84	4.5	51 Drs. P.G.
		49.45	49.45	62.26	13.4	43 BW Medical Ctr.
		49.75	52.20	62.20	4.0	39 Calvert Mem.
		39.48	52.52	62.01	2.0	2 Univ. MD.
		51.74	51.74	61.50	14.8	2004 Good Sam.
		52.14	52.14	60.83	61.2	9 Hopkins Hosp
		44.82	49.37	60.62	10.0	38 MD.General
		51.34	51.34	60.52	17.4	15 Franklin Sqr.
		48.92	48.92	60.38	9.0	18 Montgy. Gen.
		49.61	49.61	59.45	18.0	4 Holy Cross
		48.19	48.19	59.05	5.0	29 Bayview
		49.19	48.85	58.33	11.6	5050 Shady Grove
		49.80	49.80	58.31	11.0	40 Northwest
		48.81	48.81	57.94	10.3	34 Harbor
		48.98	48.98	57.74	12.8	8 Mercy
		49.46	49.46	57.68	13.0	33 Carroll,
		48.96	48.96	57.34	2.0	28 St. Marys
		47.56	48.90	56.72	4.0	23 A.Arundel
		47.01	47.01	56.65	9.0	5 Frederic Memo.
		46.27	46.27	56.31	13.6	11 St. Agnes
		46.13	48.56	56.18	1.0	60 Ft. Washington
		47.98	48.42	55.29	13.0	54 So. MD.
		44.03	45.89	55.28	11.7	16 Wash.Adv.
		43.76	44.11	53.60	15.0	48 Howard
		39.85	40.31	53.49	17.0	27 W.Maryland MC
		45.78	45.78	52.85	1.2	333 Bowie E.C.
		45.03	45.03	52.03	2.0	30 Chester River
		43.78	43.78	51.93	6.0	35 Civista M. C
		40.27	40.27	50.09	0.9	37 Easton
		39.97	40.46	47.70	1.5	3 P.G.Gen.
		36.65	37.16	46.72	5.0	17 Garrett
		19.80	21.57	26.68	4.5	45 McCread
NURSE MGR. B		47.30	48.42	57.87	397.2	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. C	61	46.41	54.63	67.98	2.5	7 St.Jose
		53.81	54.26	65.88	17.7	29 Bayview
		47.42	49.94	62.80	4.0	43 BW Medical Ctr.
		43.85	52.30	62.55	2.9	4 Holy Cross
		47.34	51.87	61.79	5.3	49 Upper Chesapeak
		45.13	53.19	61.73	5.9	51 Drs. P.G.
		53.00	53.04	61.66	5.2	33 Carroll,
		45.53	49.77	60.93	5.2	22 Suburban
		50.75	51.12	60.12	4.4	12 Sinai Hosp.
		40.86	48.83	60.00	3.5	38 MD.General
		47.64	49.22	58.86	4.1	6 Harford Memo.
		44.09	47.04	58.21	6.3	18 Montgy. Gen.
		39.66	48.68	57.41	6.5	8 Mercy
		49.55	49.55	57.40	5.1	8992 U. MIEMSS
		32.76	48.07	57.07	7.0	2 Univ. MD.
		47.41	48.28	56.60	43.1	9 Hopkins Hosp
		45.34	47.86	56.14	7.9	28 St. Marys
		41.55	48.92	56.01	3.7	32 Cecil County
		42.35	46.65	55.94	7.3	19 Pen.Gen.
		43.84	43.93	54.14	5.4	37 Easton
		43.95	44.04	53.87	4.2	10 Dochester Hosp
		43.82	45.35	53.46	7.5	40 Northwest
		40.33	44.55	52.05	3.8	55 Laurel Re.
		39.08	42.46	51.60	5.8	5 Frederic Memo.
		37.61	40.04	49.10	5.1	11 St. Agnes
		37.37	41.55	48.90	4.9	3 P.G.Gen.
		36.35	38.64	46.23	5.6	35 Civista M. C
		28.21	35.86	45.22	2.0	17 Garrett
		37.98	37.98	44.51	1.0	45 McCread
		32.68	35.45	42.02	4.8	61 Atlantic G.
NURSE MGR. C		42.86	46.77	56.01	197.9	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. D	62	63.12	75.62	87.23	5.0	24 Union Mem.
		66.30	66.30	78.63	3.0	4 Holy Cross
		63.05	63.05	77.26	4.0	43 BW Medical Ctr.
		64.94	64.94	76.54	3.0	5 Frederic Memo.
		65.26	65.26	76.39	4.0	2004 Good Sam.
		61.25	61.25	71.37	3.0	15 Franklin Sqr.
		55.11	57.61	70.41	1.0	18 Montgy. Gen.
		61.36	61.36	69.50	2.0	32 Cecil County
		54.30	59.84	68.64	11.1	23 A.Arundel
		56.58	56.58	68.49	24.6	29 Bayview
		58.04	58.04	68.02	4.0	34 Harbor
		57.19	57.19	67.67	9.0	5050 Shady Grove
		58.07	58.07	67.02	3.0	51 Drs. P.G.
		57.37	57.37	67.01	4.0	8 Mercy
		54.59	55.88	66.49	6.1	16 Wash.Adv.
		53.80	53.94	64.62	1.0	48 Howard
		53.99	53.99	64.05	5.8	19 Pen.Gen.
		49.53	49.53	62.31	2.0	8994 U. UMCC
		44.72	53.89	61.97	1.9	60 Ft. Washington
		49.69	51.22	61.10	3.0	39 Calvert Mem.
		45.74	51.39	60.75	29.1	2 Univ. MD.
		45.60	52.42	60.02	2.5	30 Chester River
		51.23	51.23	59.24	6.0	8992 U. MIEMSS
		47.97	49.09	58.66	10.9	49 Upper Chesapeak
		50.30	50.30	58.42	8.0	55 Laurel Re.
		49.42	50.10	58.36	12.3	3 P.G.Gen.
		45.24	46.48	57.31	2.0	38 MD.General
		40.37	46.91	54.21	1.0	45 McCread
		43.24	43.24	52.13	4.0	6 Harford Memo.
		41.15	41.40	51.60	1.0	17 Garrett
NURSE MGR. D		53.62	55.45	65.51	177.3	

Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE PRACT./CLINICAL NURSE SPEC.	31	57.14	67.30	80.66	37.2	11 St. Agnes
		62.65	63.52	72.70	41.9	8992 U. MIEMSS
		58.00	58.00	66.05	1.0	30 Chester River
		54.33	54.80	64.10	1.0	13 Bon Secour
		55.00	55.00	63.84	1.0	33 Carroll,
		48.44	53.80	63.43	134.2	2 Univ. MD.
		53.83	53.90	63.17	26.2	12 Sinai Hosp.
		47.58	49.80	62.27	18.1	7 St.Jose
		49.97	50.72	61.90	34.8	29 Bayview
		47.81	47.81	60.46	7.7	43 BW Medical Ctr.
		45.50	48.39	60.22	15.1	44 G.B.M.C
		48.89	50.28	59.64	17.9	24 Union Mem.
		48.44	49.15	58.65	12.7	2004 Good Sam.
		49.74	50.02	58.51	177.4	9 Hopkins Hosp
		49.65	49.65	58.09	2.5	28 St. Marys
		48.30	48.82	57.95	4.8	34 Harbor
		47.74	47.74	57.20	0.5	6 Harford Memo.
		46.50	47.57	57.16	19.8	16 Wash.Adv.
		47.20	47.51	57.05	6.7	4 Holy Cross
		47.50	47.50	56.87	14.7	49 Upper Chesapeake
		45.62	45.86	56.45	23.8	22 Suburban
		41.44	42.44	56.05	17.5	27 W.Maryland MC
		41.39	45.08	55.70	4.0	38 MD.General
		45.18	45.93	55.05	10.9	5050 Shady Grove
		39.47	47.14	54.80	3.5	23 A.Arundel
		43.24	43.24	54.70	2.0	8994 U. UMCC
		45.26	45.28	53.88	26.1	15 Franklin Sqr.
		43.34	45.99	53.82	3.6	3 P.G.Gen.
		46.78	46.78	53.68	1.0	32 Cecil County
		40.56	43.98	53.68	5.7	1 Meritus M.C.
		44.43	44.73	53.06	10.3	8 Mercy
		44.68	44.68	52.47	2.0	51 Drs. P.G.
		41.14	41.49	50.52	35.2	5 Frederic Memo.
		40.43	40.43	48.32	4.4	2001 Kernan
		39.69	39.69	48.23	1.1	19 Pen.Gen.
		33.89	38.54	47.36	1.2	48 Howard
		36.34	36.34	43.67	3.7	35 Civista M. C
		36.41	36.43	43.09	1.0	61 Atlantic G.
NURSE PRACT./CLINICAL NURSE SPEC.		46.41	47.77	57.22	732.1	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
OCCUP. THERAPIST	63	39.16	48.00	58.32	2.4	11 St. Agnes
		48.00	48.28	57.96	0.6	16 Wash.Adv.
		43.28	47.71	57.11	3.7	49 Upper Chesapeake
		46.96	46.96	54.95	6.0	51 Drs. P.G.
		36.42	44.39	53.43	2.6	19 Pen.Gen.
		42.61	42.81	52.95	5.0	22 Suburban
		39.31	43.78	52.01	8.4	8 Mercy
		41.23	41.34	51.63	3.2	18 Montgy. Gen.
		43.90	43.90	51.50	2.2	3 P.G.Gen.
		43.86	43.86	51.07	0.3	60 Ft. Washington
		42.49	42.83	50.88	0.6	35 Civista M. C
		39.77	42.13	50.43	5.5	15 Franklin Sqr.
		38.32	39.80	50.19	7.5	44 G.B.M.C
		38.04	39.18	49.74	10.1	7 St.Jose
		38.04	38.04	49.69	7.7	43 BW Medical Ctr.
		38.71	40.73	49.24	15.7	24 Union Mem.
		36.41	39.93	48.41	4.9	39 Calvert Mem.
		39.77	39.77	48.15	6.6	4 Holy Cross
		38.51	39.64	47.93	2.3	34 Harbor
		38.97	39.29	47.68	2.7	6 Harford Memo.
		37.41	38.09	47.13	10.7	1 Meritus M.C.
		36.99	38.07	46.44	17.5	2004 Good Sam.
		37.46	38.37	46.13	17.3	12 Sinai Hosp.
		37.75	37.78	45.11	4.0	28 St. Marys
		36.75	38.09	44.94	6.0	23 A.Arundel
		34.80	35.39	44.66	22.5	29 Bayview
		35.31	35.59	44.06	6.0	48 Howard
		36.28	36.40	43.71	7.6	40 Northwest
		31.76	31.90	43.34	4.1	27 W.Maryland MC
		36.10	36.48	43.11	3.0	55 Laurel Re.
		29.29	33.82	42.77	2.3	38 MD.General
		33.30	33.30	42.38	1.0	37 Easton
		32.39	34.50	42.23	2.0	5050 Shady Grove
		35.65	35.93	41.71	4.1	54 So. MD.
		33.23	34.02	40.98	36.7	9 Hopkins Hosp
		32.10	32.10	40.80	1.4	10 Dochester Hosp
		32.49	32.64	39.55	22.9	2001 Kernan
		29.10	32.06	39.27	20.1	2 Univ. MD.
		32.13	32.13	38.15	0.5	45 McCread
	OCCUP. THERAPIST		37.54	38.95	47.43	287.2
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
OTHER HOSPITAL SPECIFIC	70	87.56	109.07	126.00	108.8	49 Upper Chesapeake
		66.31	66.90	81.50	85.6	43 BW Medical Ctr.
		55.15	58.63	67.32	39.8	23 A.Arundel
		47.05	47.05	55.57	3.0	35 Civista M. C
		44.12	46.49	54.84	10.5	13 Bon Secour
		42.39	43.63	54.66	154.4	44 G.B.M.C
		43.03	44.68	53.92	41.3	16 Wash.Adv.
		43.61	45.29	53.13	25.0	51 Drs. P.G.
		42.67	44.02	52.90	31.7	5050 Shady Grove
		40.86	42.58	52.68	73.6	22 Suburban
		43.07	43.08	49.67	17.9	32 Cecil County
		40.59	40.84	47.92	4.7	61 Atlantic G.
		36.19	37.99	46.73	89.7	11 St. Agnes
		34.65	39.16	46.62	18.7	28 St. Marys
		39.29	39.29	46.11	1.0	60 Ft. Washington
		33.77	36.66	46.03	52.4	38 MD.General
		35.82	36.80	44.89	33.7	6 Harford Memo.
		34.97	35.61	44.46	0.0	1001 Easton Memorial
		37.04	37.07	43.43	18.1	30 Chester River
		35.33	35.84	43.15	59.6	2001 Kernan
		33.17	33.57	42.68	123.9	37 Easton
		30.74	34.22	42.15	179.2	24 Union Mem.
		32.79	33.24	42.05	33.5	10 Dochester Hosp
		32.58	33.05	41.99	6.0	17 Garrett
		32.71	33.23	41.73	229.0	1 Meritus M.C.
		32.21	33.32	41.20	88.8	19 Pen.Gen.
		32.32	33.07	41.18	230.1	5 Frederic Memo.
		31.05	32.97	41.12	96.1	48 Howard
		31.79	33.29	40.71	82.1	4 Holy Cross
		30.74	30.96	39.68	269.1	29 Bayview
		29.98	30.94	39.63	82.7	18 Montgy. Gen.
		28.24	32.09	39.30	451.5	2 Univ. MD.
		30.87	31.97	39.10	208.4	12 Sinai Hosp.
		27.72	28.16	38.82	111.8	27 W.Maryland MC
		30.98	31.76	38.64	43.9	40 Northwest
		30.37	31.11	38.36	200.9	15 Franklin Sqr.
		30.22	30.64	38.27	126.0	2004 Good Sam.
		28.67	29.41	37.97	23.6	8994 U. UMCC
		29.69	31.56	37.70	15.8	8992 U. MIEMSS
		29.44	29.97	37.38	88.5	34 Harbor
		27.85	28.68	37.34	142.4	7 St.Jose
		29.17	30.63	36.83	124.8	3 P.G.Gen.
		29.53	29.87	35.91	115.9	33 Carroll,
		24.81	28.30	35.35	66.2	39 Calvert Mem.
		27.52	28.76	34.55	71.8	55 Laurel Re.
		25.36	26.28	32.51	1,065.9	9 Hopkins Hosp
		25.34	25.75	32.11	153.2	8 Mercy
		26.21	26.21	31.71	3.0	45 McCread
		24.88	25.93	30.83	153.9	54 So. MD.
		23.32	24.50	29.39	5.7	333 Bowie E.C.
OTHER HOSPITAL SPECIFIC		35.28	36.88	44.95	5,463.1	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
OTHER NON-HOSPITAL SPECIFIC	71	51.24	51.39	63.23	31.5	18 Montgy. Gen.
		47.89	50.00	59.32	81.0	24 Union Mem.
		47.67	47.54	56.85	59.6	5050 Shady Grove
		46.87	47.17	56.71	53.0	16 Wash.Adv.
		48.89	48.89	56.54	3.0	60 Ft. Washington
		46.26	46.26	53.12	18.7	32 Cecil County
		40.78	40.81	52.74	76.8	43 BW Medical Ctr.
		43.22	45.37	52.40	4.2	30 Chester River
		43.23	43.29	51.92	54.2	34 Harbor
		43.20	43.48	51.91	108.8	15 Franklin Sqr.
		36.65	40.65	50.61	48.2	38 MD.General
		39.76	40.62	50.43	73.6	22 Suburban
		41.84	42.34	50.21	15.4	13 Bon Secour
		40.31	40.69	48.29	38.4	28 St. Marys
		39.59	39.69	48.23	91.0	2004 Good Sam.
		36.27	40.42	47.48	103.1	23 A.Arundel
		38.77	39.12	46.84	17.9	2001 Kernan
		33.81	35.90	43.86	68.3	49 Upper Chesapeak
		34.04	34.43	43.58	214.5	29 Bayview
		34.10	35.25	43.14	55.9	6 Harford Memo.
		35.31	35.77	43.01	97.7	40 Northwest
		35.96	35.98	42.71	66.3	33 Carroll,
		33.32	33.51	42.34	6.6	10 Dochester Hosp
		30.85	34.37	41.83	401.3	2 Univ. MD.
		34.63	35.13	41.61	21.2	55 Laurel Re.
		34.95	35.46	41.47	3.9	333 Bowie E.C.
		33.30	33.64	40.67	25.9	35 Civista M. C
		30.69	31.41	40.56	101.9	7 St.Jose
		34.14	34.14	40.52	5.8	8992 U. MIEMSS
		31.87	32.39	40.47	94.6	48 Howard
		32.06	32.59	39.79	188.9	12 Sinai Hosp.
		29.55	30.20	37.71	103.0	11 St. Agnes
		26.37	26.94	37.34	93.3	27 W.Maryland MC
		29.68	30.11	37.05	222.9	4 Holy Cross
		28.22	28.29	36.84	26.2	37 Easton
		28.28	29.06	36.74	35.1	5 Frederic Memo.
		29.62	30.48	36.66	37.5	3 P.G.Gen.
		28.92	29.27	35.99	205.0	8 Mercy
		29.16	29.41	35.93	1,219.8	9 Hopkins Hosp
		27.31	27.94	34.95	69.8	39 Calvert Mem.
		27.37	28.14	34.50	124.5	51 Drs. P.G.
		25.52	26.03	34.10	198.9	44 G.B.M.C
		28.24	28.24	33.92	6.0	45 McCread
		27.70	28.01	33.89	26.0	61 Atlantic G.
		25.77	25.86	33.67	11.3	8994 U. UMCC
		24.34	24.71	32.38	17.4	17 Garrett
		22.29	25.42	30.28	79.3	54 So. MD.
		22.97	23.32	30.14	113.4	19 Pen.Gen.
		22.01	22.30	29.70	1.3	1001 Easton Memorial
		21.74	22.38	29.66	21.0	1 Meritus M.C.
OTHER NON-HOSPITAL SPECIFIC		34.13	34.88	42.68	4,842.7	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PATIENT CARE/NURSING AIDE I	32	16.64	18.90	25.35	8.6	48 Howard
		17.92	19.16	25.03	42.7	5050 Shady Grove
		17.16	18.14	23.59	4.6	9 Hopkins Hosp
		13.51	13.88	23.06	88.5	43 BW Medical Ctr.
		15.54	17.28	21.82	39.1	55 Laurel Re.
		14.64	14.98	21.70	50.3	29 Bayview
		13.35	16.23	21.67	400.1	2 Univ. MD.
		15.55	16.67	21.60	70.6	23 A.Arundel
		14.94	16.64	21.36	111.4	3 P.G.Gen.
		14.35	15.46	21.08	44.1	8994 U. UMCC
		13.47	15.09	20.82	45.5	15 Franklin Sqr.
		14.52	15.36	20.75	24.7	6 Harford Memo.
		13.16	14.64	20.73	91.3	5 Frederic Memo.
		12.65	13.12	20.67	64.7	27 W.Maryland MC
		11.80	15.66	20.45	6.0	60 Ft. Washington
		13.54	14.33	20.42	177.4	44 G.B.M.C
		13.86	14.82	20.40	29.7	16 Wash.Adv.
		13.88	14.89	20.26	73.0	49 Upper Chesapeak
		13.46	14.56	20.00	93.6	12 Sinai Hosp.
		11.82	13.89	19.91	19.6	38 MD.General
		14.19	15.00	19.55	81.3	8992 U. MIEMSS
		13.16	13.61	19.52	22.5	2004 Good Sam.
		14.21	15.47	19.45	90.8	54 So. MD.
		13.08	14.76	19.45	73.7	2001 Kernan
		13.11	13.20	19.26	11.0	24 Union Mem.
		12.57	14.09	19.18	20.7	28 St. Marys
		12.49	14.38	19.07	25.3	13 Bon Secour
		13.02	13.07	18.94	3.8	34 Harbor
		13.21	14.66	18.82	48.7	32 Cecil County
		13.12	13.96	18.53	18.6	61 Atlantic G.
		12.20	12.78	18.53	19.0	22 Suburban
		13.28	13.94	18.47	40.4	4 Holy Cross
		12.48	13.55	18.45	96.5	11 St. Agnes
12.97	13.05	18.10	87.3	8 Mercy		
10.67	11.80	17.40	140.4	19 Pen.Gen.		
10.69	12.17	17.31	9.5	40 Northwest		
9.99	11.27	16.92	3.9	18 Montgy. Gen.		
10.35	10.93	15.46	8.2	35 Civista M. C		
PATIENT CARE/NURSING AIDE I		13.44	14.62	20.08	2,287.0	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PATIENT CARE/NURSING AIDE II	33	17.21	20.80	26.21	87.1	13 Bon Secour
		19.32	20.97	26.15	10.1	3 P.G.Gen.
		14.99	15.86	25.24	240.0	43 BW Medical Ctr.
		17.20	20.06	25.23	8.9	60 Ft. Washington
		16.50	17.95	24.63	63.9	18 Montgy. Gen.
		16.56	17.94	24.44	95.2	22 Suburban
		17.35	18.32	24.12	38.6	12 Sinai Hosp.
		17.19	18.16	23.61	337.1	9 Hopkins Hosp
		15.47	17.02	23.57	136.5	7 St.Jose
		17.37	19.15	23.45	37.3	54 So. MD.
		16.48	18.30	23.37	266.5	23 A.Arundel
		16.75	17.68	23.36	39.5	6 Harford Memo.
		16.88	17.66	23.26	57.0	2 Univ. MD.
		15.14	16.80	23.12	95.3	5 Frederic Memo.
		15.51	17.24	23.12	163.2	16 Wash.Adv.
		16.28	18.30	22.95	12.5	55 Laurel Re.
		15.29	17.30	22.94	216.3	5050 Shady Grove
		15.51	16.06	22.92	279.6	29 Bayview
		14.60	16.70	22.89	125.6	48 Howard
		14.98	16.62	22.72	57.2	19 Pen.Gen.
		15.12	16.26	22.68	37.5	44 G.B.M.C
		15.01	16.38	22.55	94.4	34 Harbor
		13.43	15.25	22.36	24.7	10 Dochester Hosp
		15.38	16.94	22.30	79.2	28 St. Marys
		14.58	15.85	22.14	156.4	24 Union Mem.
		12.62	15.75	22.03	100.6	38 MD.General
		14.87	16.53	21.88	139.4	51 Drs. P.G.
		13.03	15.34	21.83	182.1	1 Meritus M.C.
		15.19	16.23	21.77	113.0	49 Upper Chesapeak
		14.93	16.19	21.68	141.2	40 Northwest
		14.24	15.54	21.64	171.1	2004 Good Sam.
		14.25	15.82	21.61	260.2	15 Franklin Sqr.
		15.20	16.53	21.44	143.3	4 Holy Cross
		12.90	14.34	21.39	68.6	37 Easton
		15.83	17.01	21.37	18.2	32 Cecil County
		15.59	15.95	21.29	122.8	8 Mercy
		15.39	15.39	21.00	2.5	8994 U. UMCC
		12.53	13.30	20.89	109.5	27 W.Maryland MC
		15.65	16.01	20.52	64.9	33 Carroll,
		15.53	15.81	20.44	8.2	8992 U. MIEMSS
		13.39	14.19	20.27	26.7	17 Garrett
		14.14	15.62	20.25	37.8	30 Chester River
		13.57	15.08	20.21	166.2	11 St. Agnes
		12.56	14.01	19.28	45.9	39 Calvert Mem.
		13.51	14.33	19.23	77.3	35 Civista M. C
	12.64	14.07	18.64	23.1	61 Atlantic G.	
	12.10	12.11	16.40	10.5	45 McCread	
PATIENT CARE/NURSING AIDE II		15.10	16.48	22.22	4,792.9	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHARMACY TECH.	34	16.90	20.15	29.96	18.5	43 BW Medical Ctr.
		19.14	20.68	26.93	20.1	15 Franklin Sqr.
		19.16	21.41	26.76	30.9	23 A.Arundel
		18.83	19.99	26.66	17.6	24 Union Mem.
		18.15	20.02	26.60	14.3	48 Howard
		18.40	20.05	26.56	11.4	34 Harbor
		18.53	19.54	26.04	13.9	2004 Good Sam.
		18.69	20.85	25.78	7.3	55 Laurel Re.
		18.97	20.35	25.46	15.3	3 P.G.Gen.
		17.68	18.79	25.41	18.2	22 Suburban
		14.39	20.09	25.26	3.6	60 Ft. Washington
		17.48	19.56	25.17	14.0	51 Drs. P.G.
		16.46	19.35	25.13	108.3	2 Univ. MD.
		17.27	18.33	25.09	23.4	44 G.B.M.C
		18.07	18.98	24.86	20.1	49 Upper Chesapeak
		16.23	18.52	24.79	5.5	8994 U. UMCC
		17.23	18.06	24.76	12.5	18 Montgy. Gen.
		17.82	19.34	24.67	22.6	4 Holy Cross
		17.26	18.75	24.57	24.1	5050 Shady Grove
		18.86	18.91	24.56	22.3	8 Mercy
		17.01	17.40	24.43	22.7	29 Bayview
		16.77	17.69	24.36	13.3	7 St.Jose
		15.24	17.58	24.33	18.0	1 Meritus M.C.
		17.26	18.26	24.26	17.2	16 Wash.Adv.
		14.74	17.69	24.26	8.9	38 MD.General
		16.62	17.82	24.25	18.7	5 Frederic Memo.
		16.69	18.37	24.18	24.1	12 Sinai Hosp.
		18.91	19.13	23.98	11.8	33 Carroll,
		18.27	19.53	23.87	8.7	54 So. MD.
		16.83	18.33	23.46	7.3	2001 Kernan
		16.50	17.70	23.43	10.2	39 Calvert Mem.
		17.27	17.54	23.21	6.6	6 Harford Memo.
		14.88	15.87	23.09	14.2	37 Easton
		16.63	17.33	22.92	16.2	40 Northwest
		17.02	17.43	22.81	114.8	9 Hopkins Hosp
		17.45	18.09	22.54	11.0	32 Cecil County
		16.02	17.02	22.39	8.8	28 St. Marys
		16.50	16.98	22.18	6.6	35 Civista M. C
		14.00	15.08	22.18	3.2	10 Dochester Hosp
		14.76	16.61	21.99	21.5	11 St. Agnes
		14.36	15.57	21.56	28.2	19 Pen.Gen.
		13.12	13.70	21.38	19.0	27 W.Maryland MC
		15.99	16.49	21.20	4.5	30 Chester River
		15.21	15.95	20.70	7.1	61 Atlantic G.
		14.42	14.55	20.69	3.5	17 Garrett
		13.88	15.07	19.83	7.5	13 Bon Secour
		11.83	11.83	16.09	1.6	45 McCread
PHARMACY TECH.		16.68	18.01	23.93	859.0	

Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PHLEBOTOMIST	64	19.66	21.12	27.06	1.1	40 Northwest
		17.14	19.97	26.77	13.1	22 Suburban
		16.52	16.52	25.97	1.0	43 BW Medical Ctr.
		16.97	18.36	25.11	6.5	18 Montgy. Gen.
		17.79	18.04	24.53	7.4	24 Union Mem.
		14.47	17.70	24.28	9.6	38 MD.General
		16.07	17.43	24.05	13.2	7 St.Jose
		15.75	17.38	23.77	17.8	5 Frederic Memo.
		16.37	17.74	23.19	16.4	51 Drs. P.G.
		15.21	18.06	23.06	3.9	60 Ft. Washington
		16.76	17.16	22.82	16.6	49 Upper Chesapeak
		15.28	16.60	22.80	30.2	2004 Good Sam.
		15.47	16.20	22.61	18.2	44 G.B.M.C
		15.26	16.11	22.26	8.6	34 Harbor
		15.74	17.14	22.14	2.7	13 Bon Secour
		12.79	16.49	21.79	1.1	9 Hopkins Hosp
		15.45	16.57	21.49	29.2	4 Holy Cross
		15.61	16.01	21.36	19.0	8 Mercy
		15.07	15.57	21.34	20.0	15 Franklin Sqr.
		15.76	15.88	21.34	8.6	6 Harford Memo.
		12.92	13.65	21.31	35.1	27 W.Maryland MC
		15.45	16.14	21.24	10.8	35 Civista M. C
		14.36	16.29	21.19	12.1	23 A.Arundel
		14.99	16.88	20.99	19.3	54 So. MD.
		13.94	15.58	20.94	23.2	2 Univ. MD.
		16.05	16.33	20.88	23.6	33 Carroll,
		15.91	16.52	20.85	8.2	32 Cecil County
		14.52	15.30	20.51	20.7	28 St. Marys
		13.30	15.33	20.51	40.9	11 St. Agnes
		13.14	14.06	19.90	26.8	19 Pen.Gen.
		13.21	14.41	19.74	13.8	39 Calvert Mem.
		13.74	14.20	18.72	14.1	30 Chester River
13.50	13.50	17.91	2.5	45 McCread		
11.54	11.88	17.62	5.0	17 Garrett		
12.79	12.95	17.42	5.9	61 Atlantic G.		
PHLEBOTOMIST		15.10	16.26	21.93	506.1	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PHYS. THERAPIST	35	44.17	55.09	67.50	5.1	18 Montgy. Gen.
		47.38	51.54	61.47	3.1	6 Harford Memo.
		44.30	49.69	59.39	2.8	39 Calvert Mem.
		48.14	48.35	59.29	1.7	22 Suburban
		36.96	49.62	59.22	12.1	19 Pen.Gen.
		47.13	50.36	58.65	9.8	51 Drs. P.G.
		44.10	44.12	56.39	11.7	43 BW Medical Ctr.
		45.25	45.25	54.06	5.4	34 Harbor
		42.79	44.09	53.26	5.1	16 Wash.Adv.
		39.67	39.78	52.84	11.8	27 W.Maryland MC
		40.61	41.27	52.21	7.3	7 St.Jose
		42.92	43.29	52.15	12.9	49 Upper Chesapeak
		36.36	41.83	51.97	4.3	38 MD.General
		42.95	43.50	51.93	14.2	15 Franklin Sqr.
		41.79	42.71	51.55	34.2	2004 Good Sam.
		40.52	41.41	51.43	30.2	29 Bayview
		40.47	42.59	51.26	20.1	24 Union Mem.
		40.59	42.47	51.17	10.4	5050 Shady Grove
		35.99	41.54	50.84	13.9	11 St. Agnes
		42.60	42.70	50.49	5.4	28 St. Marys
		40.10	42.59	49.70	1.7	60 Ft. Washington
		39.48	40.33	49.62	19.7	1 Meritus M.C.
		41.18	42.34	49.60	3.2	55 Laurel Re.
		38.39	42.17	49.39	19.5	23 A.Arundel
		37.73	38.94	49.18	8.8	44 G.B.M.C
		36.66	40.85	48.77	14.8	8 Mercy
		41.87	42.20	48.53	7.7	54 So. MD.
		39.08	39.08	48.43	1.1	10 Dochester Hosp
		39.02	39.44	48.38	11.9	48 Howard
		40.09	40.49	48.15	1.1	13 Bon Secour
		34.67	39.92	48.01	32.9	2 Univ. MD.
		40.14	40.17	47.93	2.6	35 Civista M. C
		39.05	40.54	47.78	2.3	3 P.G.Gen.
		38.83	38.83	47.07	21.2	4 Holy Cross
		37.52	37.52	47.05	4.6	37 Easton
		38.99	38.84	46.36	13.3	40 Northwest
		37.53	38.10	45.84	28.3	12 Sinai Hosp.
		36.90	37.24	44.72	38.3	2001 Kernan
		34.75	35.67	42.80	48.9	9 Hopkins Hosp
		29.29	29.93	35.76	2.3	45 McCreed
PHYS. THERAPIST		40.15	42.16	51.00	505.9	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PHYSI. & OCCUP. THERAPIST ASST.	65	35.15	36.51	45.73	9.1	22 Suburban
		29.92	32.73	41.49	0.1	10 Dochester Hosp
		31.61	32.01	40.86	3.7	29 Bayview
		31.87	32.54	40.36	10.4	2004 Good Sam.
		29.90	31.10	38.34	3.8	15 Franklin Sqr.
		29.98	30.10	37.53	2.9	34 Harbor
		25.40	25.75	36.14	2.8	43 BW Medical Ctr.
		26.39	27.57	36.02	5.6	7 St.Jose
		27.02	27.15	35.41	4.3	44 G.B.M.C
		28.09	28.56	35.21	4.6	8 Mercy
		28.33	28.50	35.10	3.0	40 Northwest
		27.20	27.72	35.07	3.5	24 Union Mem.
		26.43	26.83	33.46	5.1	12 Sinai Hosp.
		26.54	25.50	33.23	1.0	38 MD.General
		24.77	25.18	32.78	22.7	1 Meritus M.C.
		25.08	26.39	32.63	6.2	9 Hopkins Hosp
		25.49	26.12	32.35	0.8	28 St. Marys
		22.69	25.51	31.98	24.2	2 Univ. MD.
		23.66	23.85	31.92	5.6	37 Easton
		24.68	24.78	30.92	2.0	4 Holy Cross
		22.79	23.73	30.58	13.1	19 Pen.Gen.
		21.26	21.30	30.55	18.5	27 W.Maryland MC
		23.67	23.67	30.16	3.8	11 St. Agnes
		23.42	23.42	29.33	1.8	35 Civista M. C
		20.04	23.18	28.87	2.0	13 Bon Secour
		21.96	21.96	28.22	0.9	39 Calvert Mem.
		21.61	21.61	27.78	1.4	6 Harford Memo.
		22.20	22.20	27.39	1.8	33 Carroll,
		20.82	21.66	27.04	7.0	23 A.Arundel
		18.55	18.80	25.61	2.0	18 Montgy. Gen.
		18.16	18.44	24.46	3.3	16 Wash.Adv.
		17.61	18.30	23.42	21.8	2001 Kernan
		16.58	17.00	22.61	5.8	5050 Shady Grove
		16.15	17.95	22.56	2.6	55 Laurel Re.
		17.01	17.65	22.48	4.3	3 P.G.Gen.
		16.55	16.57	22.15	4.2	49 Upper Chesapeake
		15.71	15.71	21.78	2.8	48 Howard
		11.45	11.59	16.52	2.7	51 Drs. P.G.
PHYSI. & OCCUP. THERAPIST ASST.		23.57	24.19	31.00	221.1	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHYSICIANS ASST.	17	50.62	84.89	95.05	1.1	32 Cecil County
		59.54	73.70	90.50	3.0	7 St.Jose
		72.71	72.71	81.72	1.9	54 So. MD.
		52.48	60.54	72.02	18.2	4 Holy Cross
		51.35	62.20	71.61	3.6	55 Laurel Re.
		60.00	60.00	71.49	1.0	1 Meritus M.C.
		49.16	60.32	71.48	12.9	16 Wash.Adv.
		58.81	59.58	69.85	4.0	2 Univ. MD.
		45.38	59.44	68.24	2.0	8992 U. MIEMSS
		47.05	55.27	65.60	6.9	49 Upper Chesapeak
		56.00	56.00	63.89	1.0	30 Chester River
		44.42	54.36	63.83	41.5	15 Franklin Sqr.
		49.23	49.23	62.02	7.5	43 BW Medical Ctr.
		48.71	50.98	61.05	1.0	5 Frederic Memo.
		45.35	50.35	60.60	2.8	48 Howard
		45.06	48.25	60.05	27.6	44 G.B.M.C
		51.26	51.52	59.98	5.4	33 Carroll,
		49.22	50.93	59.50	49.0	9 Hopkins Hosp
		46.86	48.70	59.12	30.0	11 St. Agnes
		44.21	44.88	59.00	1.9	27 W.Maryland MC
		46.77	49.40	58.93	37.3	2004 Good Sam.
		45.07	49.51	58.71	5.3	34 Harbor
		49.25	49.66	58.52	31.2	12 Sinai Hosp.
		39.07	49.48	58.17	3.2	13 Bon Secour
		47.01	47.38	58.15	33.5	29 Bayview
		44.25	47.96	57.32	15.3	5050 Shady Grove
		45.55	47.89	57.03	18.7	24 Union Mem.
		45.17	45.17	55.80	9.9	38 MD.General
		45.12	45.88	53.69	21.4	3 P.G.Gen.
		44.90	45.70	53.58	15.1	51 Drs. P.G.
		44.06	44.06	52.39	5.1	2001 Kernan
		40.10	40.92	48.85	18.5	8 Mercy
		33.74	33.74	40.81	1.0	40 Northwest
PHYSICIANS ASST.		48.41	53.05	62.99	437.7	

Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
RADIOLOGIC TECHNOLOGIST (RRT REG.)	36	35.42	38.51	46.99	31.5	16 Wash.Adv.
		34.06	37.31	46.64	19.3	22 Suburban
		35.48	36.54	46.59	6.1	8994 U. UMCC
		33.87	37.92	46.07	42.7	5050 Shady Grove
		31.44	36.26	45.76	12.1	18 Montgy. Gen.
		33.06	34.84	44.39	32.4	44 G.B.M.C
		31.48	36.14	44.16	17.2	39 Calvert Mem.
		26.60	34.33	43.36	14.2	38 MD.General
		31.66	35.61	42.72	12.5	13 Bon Secour
		31.07	33.15	42.62	18.6	7 St.Jose
		32.35	34.41	42.23	19.5	34 Harbor
		33.50	35.19	41.77	27.3	23 A.Arundel
		33.49	34.01	41.75	10.9	6 Harford Memo.
		31.81	35.89	41.67	19.7	54 So. MD.
		30.39	30.66	41.55	20.1	43 BW Medical Ctr.
		31.11	33.51	41.38	23.7	24 Union Mem.
		30.63	33.30	41.30	37.2	11 St. Agnes
		32.01	33.82	41.13	41.4	12 Sinai Hosp.
		30.58	32.05	40.90	26.4	29 Bayview
		29.93	33.41	40.88	28.3	15 Franklin Sqr.
		32.20	34.79	40.74	5.1	333 Bowie E.C.
		29.84	33.38	40.73	67.9	2 Univ. MD.
		31.84	32.73	39.82	36.4	8 Mercy
		29.93	32.93	39.80	27.1	28 St. Marys
		30.29	32.84	39.69	93.4	9 Hopkins Hosp
		29.92	31.58	39.57	17.3	48 Howard
		29.63	31.81	39.56	21.2	2004 Good Sam.
		29.88	32.02	39.24	27.2	4 Holy Cross
		29.68	32.86	39.13	9.4	60 Ft. Washington
		26.65	30.52	38.72	22.8	1 Meritus M.C.
		30.34	32.36	38.53	22.7	55 Laurel Re.
		29.89	31.63	37.25	17.2	32 Cecil County
		26.21	28.59	37.16	19.8	37 Easton
		29.43	29.82	37.03	23.9	49 Upper Chesapeak
		26.81	28.54	36.90	9.8	10 Dochester Hosp
		25.25	26.53	36.85	27.2	27 W.Maryland MC
		29.07	30.30	36.85	17.4	51 Drs. P.G.
		28.39	30.61	36.81	30.3	3 P.G.Gen.
		26.08	28.36	36.42	5.0	1001 Easton Memorial
		27.09	28.31	34.76	14.1	35 Civista M. C
		24.38	26.26	33.62	17.1	5 Frederic Memo.
		24.49	26.46	33.61	33.7	19 Pen.Gen.
		26.12	27.60	33.20	13.2	30 Chester River
		26.64	27.36	33.13	11.2	33 Carroll,
		24.61	26.33	32.73	13.6	40 Northwest
		25.97	26.81	32.57	14.4	61 Atlantic G.
		25.75	26.02	32.11	2.0	2001 Kernan
		22.49	24.13	31.72	11.6	17 Garrett
		17.94	18.67	23.53	8.6	45 McCreed
RADIOLOGIC TECHNOLOGIST (RRT REG.)		29.32	31.57	39.09	1,101.5	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
RESPIRATORY THERAPIST(NBRT REG.)	39	33.91	40.30	48.77	13.8	24 Union Mem.
		41.11	41.22	48.52	11.0	33 Carroll,
		32.89	37.33	47.00	6.0	18 Montgy. Gen.
		32.09	36.08	46.07	18.2	7 St.Jose
		32.36	37.69	45.81	7.9	34 Harbor
		34.04	34.27	45.54	28.7	43 BW Medical Ctr.
		32.73	37.33	45.35	21.3	4 Holy Cross
		32.62	36.65	44.89	22.4	2004 Good Sam.
		33.49	37.02	43.70	23.5	55 Laurel Re.
		31.13	35.69	43.65	8.3	39 Calvert Mem.
		31.23	34.07	43.49	22.9	44 G.B.M.C
		31.97	35.78	43.47	34.3	15 Franklin Sqr.
		32.30	36.80	43.41	5.0	60 Ft. Washington
		29.68	34.30	43.21	7.8	10 Dochester Hosp
		28.09	34.37	42.99	24.7	1 Meritus M.C.
		31.92	33.46	42.49	47.0	29 Bayview
		27.79	33.43	42.33	12.9	38 MD.General
		32.72	35.53	42.25	31.7	3 P.G.Gen.
		30.98	34.93	41.99	13.6	28 St. Marys
		31.02	33.17	41.90	17.0	22 Suburban
		30.55	32.78	41.80	16.0	37 Easton
		30.03	33.63	41.25	13.8	5050 Shady Grove
		30.22	33.08	40.90	20.2	16 Wash.Adv.
		31.89	32.89	40.83	22.7	11 St. Agnes
		31.17	33.70	40.74	12.8	35 Civista M. C
		31.68	32.83	40.42	6.0	6 Harford Memo.
		31.58	32.48	40.01	14.9	49 Upper Chesapeak
		27.98	32.70	39.98	103.4	2 Univ. MD.
		27.70	29.04	39.89	19.0	27 W.Maryland MC
		29.45	31.58	39.56	14.2	48 Howard
		28.05	31.54	39.49	32.2	5 Frederic Memo.
		28.61	32.29	39.45	25.8	12 Sinai Hosp.
		29.45	32.81	39.18	31.9	23 A.Arundel
		28.86	31.79	38.68	26.5	40 Northwest
		31.14	31.60	38.57	8.6	8 Mercy
		29.50	31.65	38.39	123.9	9 Hopkins Hosp
		29.74	32.62	38.32	2.3	32 Cecil County
		30.33	31.78	37.72	4.7	30 Chester River
		27.45	30.45	37.09	5.3	2001 Kernan
		26.29	29.43	36.89	33.3	19 Pen.Gen.
		27.68	29.93	35.99	12.9	61 Atlantic G.
		26.61	30.03	35.29	25.2	54 So. MD.
		21.05	23.02	30.44	2.8	17 Garrett
		19.49	20.04	25.02	3.6	45 McCreed
RESPIRATORY THERAPIST(NBRT REG.)		30.24	33.25	40.97	959.8	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
RESPIRATORY THERAPY TECH. (CERT.)	38	33.24	39.28	47.58	9.6	4 Holy Cross
		30.88	39.08	47.46	3.0	39 Calvert Mem.
		29.77	38.19	44.92	1.3	60 Ft. Washington
		29.11	36.47	44.44	5.2	5050 Shady Grove
		31.86	36.60	44.38	13.3	15 Franklin Sqr.
		31.96	36.51	43.90	3.4	2001 Kernan
		36.64	36.95	43.79	8.2	33 Carroll,
		31.86	35.29	43.39	8.6	2004 Good Sam.
		33.38	34.90	43.21	2.6	5 Frederic Memo.
		29.43	33.89	43.03	3.8	18 Montgy. Gen.
		36.00	36.00	42.66	3.6	23 A.Arundel
		29.90	36.35	42.17	9.1	54 So. MD.
		30.16	34.17	41.96	8.0	34 Harbor
		31.19	34.20	41.96	5.7	6 Harford Memo.
		30.56	31.00	41.92	10.5	43 BW Medical Ctr.
		28.41	33.28	41.12	9.3	16 Wash.Adv.
		30.31	34.18	41.07	14.3	51 Drs. P.G.
		27.49	33.66	40.54	12.5	13 Bon Secour
		29.53	32.18	39.92	6.5	24 Union Mem.
		29.00	30.97	39.69	15.9	29 Bayview
		31.11	31.98	39.46	8.2	49 Upper Chesapeak
		30.41	33.56	39.34	12.8	32 Cecil County
		26.49	29.96	38.84	10.4	7 St.Jose
		28.72	30.23	38.66	1.0	38 MD.General
		31.31	31.48	38.44	13.0	8 Mercy
		24.33	30.02	38.17	4.5	1 Meritus M.C.
		29.74	31.02	37.76	2.0	35 Civista M. C
		28.38	30.04	37.53	28.8	11 St. Agnes
		27.18	30.00	36.94	9.5	12 Sinai Hosp.
		28.00	30.76	36.61	0.6	30 Chester River
		25.11	28.44	36.04	11.2	48 Howard
		26.31	28.34	35.68	9.7	19 Pen.Gen.
		25.25	27.61	35.52	6.3	22 Suburban
		22.67	24.50	34.40	12.2	27 W.Maryland MC
		23.32	25.36	33.13	5.5	17 Garrett
		21.41	24.27	30.60	16.2	2 Univ. MD.
		20.01	20.27	25.93	5.6	9 Hopkins Hosp
		17.63	18.40	23.24	1.4	45 McCread
		15.99	16.26	22.68	1.1	44 G.B.M.C
RESPIRATORY THERAPY TECH. (CERT.)		28.31	31.43	38.92	314.3	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SECURITY OFFICER	41	40.00	44.00	51.73	0.6	51 Drs. P.G.
		31.15	31.15	37.28	1.0	60 Ft. Washington
		27.90	27.90	36.24	0.3	29 Bayview
		27.90	27.90	35.44	0.1	48 Howard
		23.94	25.59	33.20	19.1	22 Suburban
		17.34	18.84	25.66	13.0	18 Montgy. Gen.
		15.47	15.86	25.24	26.7	43 BW Medical Ctr.
		17.40	19.22	25.10	25.6	5050 Shady Grove
		15.34	17.16	24.51	13.2	37 Easton
		16.97	18.75	24.00	24.2	4 Holy Cross
		16.37	18.24	23.36	3.2	13 Bon Secour
		15.71	16.81	23.19	58.9	24 Union Mem.
		15.65	18.32	22.97	7.9	55 Laurel Re.
		13.61	16.34	22.95	28.3	1 Meritus M.C.
		17.54	17.54	22.93	73.6	9 Hopkins Hosp
		14.60	16.78	22.60	12.8	16 Wash.Adv.
		16.86	17.05	22.51	61.4	8 Mercy
		15.54	16.62	22.49	35.1	15 Franklin Sqr.
		14.88	16.11	22.25	30.3	34 Harbor
		16.02	17.81	22.24	8.0	32 Cecil County
		17.52	17.52	22.20	15.1	33 Carroll,
		14.66	16.12	22.17	22.1	19 Pen.Gen.
		11.26	15.62	21.89	27.7	38 MD.General
		12.87	14.01	21.74	13.8	27 W.Maryland MC
		14.56	15.61	21.72	36.6	2004 Good Sam.
		14.93	16.09	21.67	54.4	12 Sinai Hosp.
		15.11	16.63	21.56	31.2	23 A.Arundel
		13.53	15.38	21.55	14.8	5 Frederic Memo.
		12.95	14.34	21.37	10.9	10 Dochester Hosp
		13.94	15.01	21.19	13.9	7 St.Jose
		14.02	15.75	21.00	10.3	28 St. Marys
		14.49	15.45	20.88	25.3	40 Northwest
		13.56	14.72	20.88	23.2	44 G.B.M.C
		15.53	16.75	20.85	22.3	54 So. MD.
		13.62	15.59	20.81	32.2	11 St. Agnes
		14.15	15.39	20.74	78.2	2 Univ. MD.
		14.22	15.74	20.55	11.3	2001 Kernan
		12.05	13.75	20.22	3.9	1001 Easton Memorial
		14.70	14.70	20.01	9.2	6 Harford Memo.
		14.47	14.57	19.90	19.1	49 Upper Chesapeak
		12.67	13.79	19.04	12.3	39 Calvert Mem.
		12.97	13.76	18.60	8.9	35 Civista M. C
		11.67	12.48	16.86	10.6	30 Chester River
		10.86	10.86	15.04	3.4	45 McCread
SECURITY OFFICER		16.37	17.67	23.60	954.1	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SOCIAL WORKER (B.S.)	26	31.49	38.05	47.49	1.0	22 Suburban
		32.56	35.93	45.26	2.3	29 Bayview
		34.16	34.16	41.85	0.7	5050 Shady Grove
		26.61	31.03	40.11	2.8	7 St.Jose
		32.14	32.41	38.39	0.6	30 Chester River
		28.55	29.49	37.80	6.4	38 MD.General
		29.31	29.31	37.37	0.6	1 Meritus M.C.
		29.27	29.27	36.34	1.0	15 Franklin Sqr.
		28.40	28.40	35.81	1.0	24 Union Mem.
		28.95	28.95	35.59	2.0	40 Northwest
		26.83	26.83	34.88	1.0	18 Montgy. Gen.
		25.08	27.70	34.65	4.1	49 Upper Chesapeak
		26.86	27.17	34.44	5.0	2004 Good Sam.
		27.17	27.17	34.04	3.7	6 Harford Memo.
		25.57	25.57	32.83	1.0	48 Howard
		25.87	26.47	32.71	1.2	35 Civista M. C
		25.84	25.84	32.37	2.0	12 Sinai Hosp.
		24.74	24.74	31.39	2.0	11 St. Agnes
		25.61	25.61	31.34	1.5	23 A.Arundel
		21.73	21.92	31.29	3.8	27 W.Maryland MC
		24.80	25.56	31.22	1.1	3 P.G.Gen.
		24.73	24.73	31.12	2.0	2 Univ. MD.
		24.32	24.32	30.35	0.8	51 Drs. P.G.
		22.50	23.23	30.26	1.1	5 Frederic Memo.
		22.90	24.41	30.23	2.8	13 Bon Secour
		22.06	22.06	28.74	2.4	19 Pen.Gen.
		18.12	18.84	28.53	1.5	43 BW Medical Ctr.
		21.82	22.90	27.77	2.4	32 Cecil County
		20.65	20.65	26.48	1.0	8 Mercy
SOCIAL WORKER (B.S.)		26.16	26.99	34.16	58.6	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SOCIAL WORKER (M.S.W.)	25	31.21	36.34	44.89	7.5	48 Howard
		32.26	33.23	41.96	9.5	22 Suburban
		33.08	33.08	40.68	2.6	49 Upper Chesapeak
		30.48	32.22	40.60	19.6	1 Meritus M.C.
		31.06	31.27	40.01	5.5	18 Montgy. Gen.
		29.19	29.19	39.93	1.0	43 BW Medical Ctr.
		32.43	32.92	39.91	8.0	40 Northwest
		31.56	31.82	39.28	5.9	6 Harford Memo.
		28.33	30.09	39.01	9.5	7 St.Jose
		30.73	33.38	38.94	7.3	54 So. MD.
		29.58	29.82	38.52	16.1	44 G.B.M.C
		28.72	31.44	38.07	2.1	13 Bon Secour
		31.41	31.41	38.05	2.4	51 Drs. P.G.
		30.23	30.25	37.53	5.5	39 Calvert Mem.
		29.58	30.92	36.94	5.7	55 Laurel Re.
		27.89	30.70	36.89	8.8	23 A.Arundel
		30.77	30.77	36.83	1.0	8992 U. MIEMSS
		29.25	29.61	36.74	8.6	5050 Shady Grove
		29.44	29.79	36.71	24.9	12 Sinai Hosp.
		28.06	28.06	36.58	4.3	37 Easton
		27.78	28.10	36.46	52.0	29 Bayview
		29.00	29.03	36.36	11.4	11 St. Agnes
		28.70	28.70	36.14	13.9	24 Union Mem.
		28.66	28.66	36.09	8.1	2004 Good Sam.
		28.59	29.21	35.93	11.5	8 Mercy
		29.23	29.35	35.87	84.6	9 Hopkins Hosp
		20.13	27.71	35.84	1.1	17 Garrett
		28.04	28.28	35.54	7.3	34 Harbor
		25.35	25.43	35.53	5.4	27 W.Maryland MC
		28.01	28.12	34.76	13.2	4 Holy Cross
		25.61	27.98	34.73	74.2	2 Univ. MD.
		26.76	27.00	34.45	2.4	5 Frederic Memo.
		26.79	26.79	33.62	15.2	15 Franklin Sqr.
		26.09	26.28	33.26	15.5	16 Wash.Adv.
		27.29	27.29	33.05	13.9	33 Carroll,
		25.43	25.43	32.47	2.4	19 Pen.Gen.
		25.38	25.38	31.50	1.0	35 Civista M. C
		23.06	23.06	30.91	2.4	10 Dochester Hosp
SOCIAL WORKER (M.S.W.)		28.56	29.42	36.86	491.0	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SPECIAL PROCEDURES TECHNOLOGIST	42	39.39	50.53	61.80	3.6	22 Suburban
		39.07	44.37	55.13	1.9	18 Montgy. Gen.
		37.14	48.24	55.10	6.5	54 So. MD.
		36.70	44.41	53.34	4.8	5050 Shady Grove
		37.54	43.46	53.06	9.3	11 St. Agnes
		42.25	45.04	52.51	5.4	23 A.Arundel
		38.67	42.81	51.61	12.1	49 Upper Chesapeake
		39.42	41.92	51.39	8.6	1 Meritus M.C.
		39.96	42.20	50.83	15.0	24 Union Mem.
		37.45	42.42	50.75	4.5	15 Franklin Sqr.
		35.35	41.54	50.72	8.1	48 Howard
		38.30	43.04	50.55	5.2	33 Carroll,
		35.95	42.42	50.19	50.0	9 Hopkins Hosp
		36.66	41.21	50.03	7.3	16 Wash.Adv.
		34.17	40.44	48.81	1.3	34 Harbor
		35.59	40.89	48.35	7.7	51 Drs. P.G.
		38.62	39.07	47.84	8.0	5 Frederic Memo.
		39.91	39.95	47.68	3.0	35 Civista M. C
		36.15	39.77	47.67	5.1	12 Sinai Hosp.
		33.67	36.86	47.00	15.3	7 St.Jose
		35.56	36.94	46.84	4.2	44 G.B.M.C
		32.58	38.16	46.30	8.8	4 Holy Cross
		36.22	38.28	45.66	2.9	28 St. Marys
		33.36	34.33	45.60	15.1	43 BW Medical Ctr.
		35.97	37.20	45.49	8.0	2004 Good Sam.
		30.68	33.60	45.38	9.9	27 W.Maryland MC
		34.55	37.58	44.99	9.3	40 Northwest
		31.63	36.77	44.50	29.2	2 Univ. MD.
		27.94	34.88	43.99	8.9	38 MD.General
		31.78	35.63	43.57	2.1	6 Harford Memo.
		33.28	33.86	43.00	4.7	37 Easton
		34.03	36.71	42.75	3.3	32 Cecil County
		28.59	32.60	41.52	10.5	29 Bayview
		33.72	33.97	40.89	1.6	13 Bon Secour
		29.75	32.56	40.35	18.5	19 Pen.Gen.
		19.08	20.47	25.49	11.7	30 Chester River
SPECIAL PROCEDURES TECHNOLOGIST		35.02	39.00	47.52	331.5	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SPEECH LANGUAGE PATHOLOGIST/AUDIO.	67	33.57	52.41	63.80	3.4	29 Bayview
		53.22	53.22	61.24	0.2	60 Ft. Washington
		50.30	50.56	60.31	1.0	49 Upper Chesapeak
		48.08	48.45	59.42	0.8	22 Suburban
		48.18	48.18	55.59	1.0	45 McCreed
		44.14	46.00	55.13	1.5	5050 Shady Grove
		40.73	45.62	54.97	0.4	16 Wash.Adv.
		42.20	43.19	54.47	1.3	7 St.Jose
		40.42	40.82	52.75	3.6	43 BW Medical Ctr.
		42.93	42.93	51.78	3.0	4 Holy Cross
		42.17	43.15	51.31	2.3	8 Mercy
		39.73	39.73	49.77	0.9	18 Montgy. Gen.
		37.76	39.80	49.64	1.5	38 MD.General
		37.87	40.01	48.58	8.6	2004 Good Sam.
		34.22	39.49	48.46	4.9	11 St. Agnes
		39.15	39.81	48.27	0.9	6 Harford Memo.
		39.87	39.87	47.48	2.1	40 Northwest
		39.76	40.37	47.42	2.3	55 Laurel Re.
		34.70	35.07	47.17	4.0	27 W.Maryland MC
		33.64	37.92	46.28	2.2	19 Pen.Gen.
		36.01	37.95	45.85	2.8	15 Franklin Sqr.
		37.35	37.75	45.44	8.4	12 Sinai Hosp.
		35.77	36.23	45.07	6.5	1 Meritus M.C.
		35.58	35.58	44.60	0.1	10 Dochester Hosp
		36.77	37.03	43.91	1.2	3 P.G.Gen.
		35.46	35.46	43.50	2.0	24 Union Mem.
		30.96	36.74	43.47	4.6	23 A.Arundel
		33.95	34.03	43.44	7.4	44 G.B.M.C
		36.85	37.12	43.00	1.7	54 So. MD.
		33.31	34.72	42.56	2.0	34 Harbor
		33.83	33.94	41.02	11.5	2001 Kernan
		33.29	33.29	40.19	2.5	28 St. Marys
		29.17	32.49	39.74	8.8	2 Univ. MD.
	32.76	32.76	39.70	2.0	35 Civista M. C	
	31.40	31.68	39.67	4.0	48 Howard	
	31.71	32.29	39.09	9.7	9 Hopkins Hosp	
	29.84	29.84	38.55	1.4	37 Easton	
	28.90	30.65	37.99	2.0	39 Calvert Mem.	
SPEECH LANGUAGE PATHOLOGIST/AUDIO. =====		37.51	39.11	47.65	124.6	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
STAFF & CLINICAL PHARMACIST	43	61.78	66.73	78.98	18.5	1 Meritus M.C.
		57.75	61.36	73.78	23.5	11 St. Agnes
		55.21	60.01	72.83	15.8	38 MD.General
		57.51	60.90	71.69	19.3	19 Pen.Gen.
		52.82	55.35	71.63	19.0	27 W.Maryland MC
		58.09	60.16	70.77	26.1	2004 Good Sam.
		55.42	59.61	70.47	19.6	49 Upper Chesapeake
		57.12	60.27	70.45	14.3	34 Harbor
		55.46	62.01	70.39	2.9	30 Chester River
		55.26	57.71	70.37	1.8	17 Garrett
		55.42	58.85	70.07	29.2	4 Holy Cross
		55.46	57.01	69.72	12.1	18 Montgy. Gen.
		52.71	56.43	69.62	23.2	44 G.B.M.C
		54.33	55.67	69.12	25.1	43 BW Medical Ctr.
		55.81	59.06	68.98	27.2	15 Franklin Sqr.
		53.94	58.12	68.88	8.4	6 Harford Memo.
		52.91	55.12	68.56	24.6	7 St.Jose
		56.15	59.75	68.54	29.6	23 A.Arundel
		55.67	59.07	67.85	8.8	61 Atlantic G.
		48.73	54.09	67.83	7.5	8994 U. UMCC
		53.18	56.77	67.34	11.5	39 Calvert Mem.
		52.61	56.97	66.92	5.6	2001 Kernan
		56.37	58.88	66.82	7.7	32 Cecil County
		57.10	57.38	66.49	17.2	33 Carroll,
		54.85	56.56	66.48	29.9	24 Union Mem.
		55.79	56.46	66.01	25.7	8 Mercy
		55.44	56.26	65.34	9.7	28 St. Marys
		52.78	54.51	65.26	18.9	48 Howard
		51.36	54.97	65.18	25.9	5050 Shady Grove
		54.43	57.51	65.18	8.0	54 So. MD.
		51.83	54.55	65.00	18.3	16 Wash.Adv.
		54.57	55.51	64.94	32.3	12 Sinai Hosp.
		52.37	55.91	64.67	10.1	51 Drs. P.G.
		53.16	53.37	64.59	13.4	37 Easton
		52.35	55.78	64.50	8.2	55 Laurel Re.
		50.39	52.83	64.43	15.4	22 Suburban
		53.38	55.35	64.34	128.3	9 Hopkins Hosp
		50.32	53.92	64.31	20.4	5 Frederic Memo.
		54.35	55.16	64.14	22.9	40 Northwest
		52.66	54.07	63.36	7.1	35 Civista M. C
		48.06	53.09	62.65	75.9	2 Univ. MD.
		49.75	54.05	62.14	3.9	60 Ft. Washington
		48.66	50.44	61.58	32.0	29 Bayview
		49.57	52.58	61.10	13.0	3 P.G.Gen.
		48.66	48.66	58.92	2.0	10 Dochester Hosp
		15.67	17.95	22.75	4.2	45 McCreed
STAFF & CLINICAL PHARMACIST		52.98	55.80	66.19	923.7	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
STATIONARY ENGINEER LICENSED	44	35.94	35.94	42.70	2.0	3 P.G.Gen.
		31.14	33.57	42.66	5.7	18 Montgy. Gen.
		30.01	30.61	41.50	4.8	43 BW Medical Ctr.
		28.01	32.04	40.61	7.8	22 Suburban
		29.61	33.11	40.44	8.6	2 Univ. MD.
		28.74	29.60	38.15	4.6	29 Bayview
		23.33	30.39	36.55	6.8	23 A.Arundel
		26.80	30.41	36.37	6.6	55 Laurel Re.
		24.94	27.63	35.96	7.8	44 G.B.M.C
		25.12	28.48	35.84	5.5	19 Pen.Gen.
		26.97	28.56	35.63	1.1	39 Calvert Mem.
		25.18	27.83	35.36	6.1	5 Frederic Memo.
		25.69	27.75	35.27	6.1	48 Howard
		26.32	28.03	35.23	5.5	16 Wash.Adv.
		28.10	29.83	35.08	8.3	54 So. MD.
		21.50	26.61	34.50	4.6	38 MD.General
		24.97	26.09	34.28	5.0	7 St.Jose
		22.34	24.20	34.04	9.3	27 W.Maryland MC
		22.18	26.07	33.77	5.0	1 Meritus M.C.
		25.32	27.24	33.73	4.8	40 Northwest
		25.28	26.69	33.50	6.7	6 Harford Memo.
		25.94	28.13	33.44	7.1	32 Cecil County
		23.28	25.28	33.34	4.0	10 Dochester Hosp
		25.98	26.30	33.08	7.2	49 Upper Chesapeak
		23.00	24.62	32.78	2.8	37 Easton
		24.27	26.50	32.65	3.8	2001 Kernan
		26.51	26.51	32.19	12.9	33 Carroll,
		23.30	24.78	30.92	8.3	4 Holy Cross
		20.00	23.46	29.91	7.6	11 St. Agnes
		21.84	23.46	29.37	8.0	35 Civista M. C
STATIONARY ENGINEER LICENSED		25.72	27.99	35.29	184.3	

Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SURGICAL TECH.	46	32.76	36.38	43.19	13.8	3 P.G.Gen.
		19.27	33.27	39.57	8.0	60 Ft. Washington
		28.64	31.02	38.09	34.6	4 Holy Cross
		19.66	29.48	37.79	11.9	38 MD.General
		27.66	29.61	36.74	32.0	5050 Shady Grove
		23.94	25.90	36.31	27.6	43 BW Medical Ctr.
		25.60	27.74	36.22	20.8	7 St.Jose
		25.76	30.15	36.08	6.2	55 Laurel Re.
		22.29	28.80	35.64	52.7	2 Univ. MD.
		23.49	27.11	34.95	25.6	22 Suburban
		26.19	28.52	34.91	19.3	51 Drs. P.G.
		24.85	27.03	34.11	17.0	16 Wash.Adv.
		24.06	26.55	33.93	20.8	48 Howard
		27.34	27.88	33.70	18.4	33 Carroll,
		23.61	26.75	33.37	13.4	12 Sinai Hosp.
		26.27	27.30	33.03	16.9	8992 U. MIEMSS
		23.90	25.67	32.84	32.7	24 Union Mem.
		25.00	26.35	32.75	17.4	40 Northwest
		24.89	26.87	32.72	42.0	23 A.Arundel
		24.10	24.54	32.46	10.9	29 Bayview
		24.74	25.52	32.20	23.6	49 Upper Chesapeak
		23.62	25.34	31.66	50.8	8 Mercy
		21.37	23.91	31.51	6.8	18 Montgy. Gen.
		21.28	23.80	31.25	20.3	1 Meritus M.C.
		21.92	25.02	31.15	7.3	28 St. Marys
		24.65	25.00	31.10	77.3	9 Hopkins Hosp
		22.26	23.90	31.01	34.1	5 Frederic Memo.
		22.08	24.01	30.58	44.9	15 Franklin Sqr.
		21.58	24.02	30.53	11.6	39 Calvert Mem.
		22.26	23.70	30.19	56.1	11 St. Agnes
		19.95	23.33	30.15	33.2	19 Pen.Gen.
		24.58	25.22	30.06	8.4	54 So. MD.
		20.98	23.34	29.74	2.4	6 Harford Memo.
		21.05	22.09	29.49	43.5	44 G.B.M.C
		20.39	22.35	29.07	28.1	34 Harbor
		21.13	22.10	28.86	18.7	2004 Good Sam.
		18.49	19.73	28.65	25.8	27 W.Maryland MC
		20.54	23.71	28.65	11.9	32 Cecil County
		16.42	20.83	28.47	2.9	10 Dochester Hosp
		18.42	20.71	28.45	19.1	37 Easton
		22.64	22.74	28.42	5.6	2001 Kernan
		14.70	18.84	25.63	3.2	17 Garrett
		18.35	20.41	25.57	9.2	61 Atlantic G.
		17.88	19.03	24.46	8.9	35 Civista M. C
SURGICAL TECH.		22.74	25.35	32.16	995.8	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
TELEPHONE OPERATOR	48	14.21	19.20	24.43	6.8	13 Bon Secour
		15.52	17.16	24.16	9.8	29 Bayview
		18.22	19.45	23.78	11.1	54 So. MD.
		14.07	14.20	23.41	13.9	43 BW Medical Ctr.
		14.20	16.37	22.99	6.9	1 Meritus M.C.
		15.04	16.48	22.93	9.1	18 Montgy. Gen.
		15.26	16.61	22.92	7.3	22 Suburban
		14.84	16.18	21.69	9.7	5050 Shady Grove
		14.11	15.43	21.52	9.4	34 Harbor
		14.89	15.71	21.40	6.6	16 Wash.Adv.
		15.07	15.96	21.23	10.3	11 St. Agnes
		12.23	14.94	21.11	10.9	38 MD.General
		15.08	15.52	20.93	6.7	6 Harford Memo.
		13.67	14.80	20.76	7.1	48 Howard
		13.86	15.23	20.72	11.9	12 Sinai Hosp.
		13.82	15.18	20.58	8.0	40 Northwest
		12.52	13.55	20.52	7.8	37 Easton
		12.52	13.55	20.51	2.5	10 Dochester Hosp
		15.98	15.98	20.49	7.4	33 Carroll,
		13.15	14.41	20.48	9.6	5 Frederic Memo.
		14.70	16.00	20.40	5.4	55 Laurel Re.
		12.06	12.84	20.33	12.4	27 W.Maryland MC
		14.83	15.48	20.24	8.9	4 Holy Cross
		13.36	15.55	20.16	10.7	3 P.G.Gen.
		13.03	14.81	20.08	9.5	2 Univ. MD.
		12.44	13.86	19.98	11.0	24 Union Mem.
		13.10	14.31	19.96	0.1	15 Franklin Sqr.
		12.75	13.64	19.62	7.1	44 G.B.M.C
		12.34	13.09	18.82	13.2	19 Pen.Gen.
		12.16	12.97	18.80	6.9	2004 Good Sam.
		13.04	13.66	18.76	5.7	51 Drs. P.G.
		13.33	13.91	18.76	8.7	35 Civista M. C
		12.51	13.99	18.68	14.0	23 A.Arundel
		12.50	13.30	18.49	6.6	39 Calvert Mem.
		12.10	12.59	18.34	3.3	7 St.Jose
		12.00	13.25	18.26	5.1	28 St. Marys
		13.20	13.20	18.26	14.5	8 Mercy
		10.44	13.20	17.78	4.1	60 Ft. Washington
		12.66	13.30	17.35	7.9	32 Cecil County
		11.96	11.98	17.00	5.6	49 Upper Chesapeak
		11.00	11.00	15.20	1.3	45 McCread
TELEPHONE OPERATOR		13.51	14.68	20.29	334.8	
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Health Services Cost Review Commission
 Year 2012 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included March 1st. 2012)
 Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
TOTAL	77	30.92	33.37	41.02	1,596.5	49 Upper Chesapeak
		29.51	31.70	40.90	1,403.0	7 St.Jose
		29.74	32.03	40.59	1,264.2	22 Suburban
		29.47	31.84	39.50	1,345.2	16 Wash.Adv.
		27.66	28.55	39.23	2,128.1	43 BW Medical Ctr.
		29.08	31.46	39.15	1,974.7	24 Union Mem.
		28.49	30.51	39.13	857.1	18 Montgy. Gen.
		31.06	32.47	38.69	536.1	8992 U. MIEMSS
		29.42	31.26	38.32	2,509.8	12 Sinai Hosp.
		28.53	30.92	38.21	1,816.4	5050 Shady Grove
		27.25	29.20	37.80	2,206.0	44 G.B.M.C
		27.92	29.03	37.50	3,020.1	29 Bayview
		28.17	31.17	37.40	2,492.7	23 A.Arundel
		27.86	28.86	37.30	252.2	8994 U. UMCC
		28.02	29.86	37.27	1,112.3	34 Harbor
		23.68	28.94	37.18	1,041.7	38 MD.General
		23.25	30.80	36.89	272.2	60 Ft. Washington
		24.83	30.37	36.87	579.0	13 Bon Secour
		26.54	29.13	36.82	1,396.9	48 Howard
		28.00	29.89	36.80	2,449.1	4 Holy Cross
		27.68	30.60	36.58	647.5	55 Laurel Re.
		27.23	29.03	36.49	1,900.4	2004 Good Sam.
		27.18	29.89	36.40	1,171.0	51 Drs. P.G.
		25.73	29.36	36.26	5,607.7	2 Univ. MD.
		28.03	28.95	36.05	671.1	6 Harford Memo.
		28.78	29.49	36.02	9,229.1	9 Hopkins Hosp
		26.80	28.95	35.99	2,712.8	15 Franklin Sqr.
		27.72	29.79	35.91	1,396.4	3 P.G.Gen.
		27.49	29.14	35.79	1,304.9	40 Northwest
		26.12	28.32	35.54	2,251.9	11 St. Agnes
		27.06	29.01	35.47	602.6	2001 Kernan
		29.16	29.46	35.46	1,236.4	33 Carroll,
		26.01	27.83	35.36	1,833.3	5 Frederic Memo.
		24.82	27.46	35.31	1,787.5	1 Meritus M.C.
		24.83	27.26	35.20	35.9	1001 Easton Memorial
		25.81	27.98	34.98	760.1	39 Calvert Mem.
		26.23	28.19	34.61	772.5	28 St. Marys
		24.74	26.02	34.32	1,032.5	37 Easton
		25.74	28.03	33.28	55.5	333 Bowie E.C.
		24.75	28.05	33.13	1,374.8	54 So. MD.
		24.95	26.61	33.06	2,462.9	8 Mercy
		22.46	23.36	33.03	1,762.5	27 W.Maryland MC
		23.69	24.99	33.02	344.1	10 Dochester Hosp
		25.20	27.18	32.74	342.9	30 Chester River
		23.74	25.67	32.73	2,126.9	19 Pen.Gen.
		24.65	26.40	32.63	646.3	35 Civista M. C
		25.64	27.34	32.59	759.2	32 Cecil County
		22.56	23.90	29.39	511.6	61 Atlantic G.
		19.82	21.21	28.36	290.5	17 Garrett
		15.89	16.49	21.16	151.4	45 McCreed
TOTAL		26.40	28.55	35.67	76,035.6	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
ULTRASOUND TECHNOLOGIST	49	39.36	49.46	61.01	6.6	18 Montgy. Gen.
		37.33	47.27	54.94	8.4	23 A.Arundel
		39.75	45.74	54.83	6.8	5050 Shady Grove
		38.59	44.74	53.83	4.2	39 Calvert Mem.
		29.12	43.42	53.79	2.9	38 MD.General
		37.75	43.08	53.25	3.8	22 Suburban
		36.37	41.21	49.92	16.4	19 Pen.Adv.
		36.93	40.70	49.45	5.2	16 Wash.Gen.
		34.61	40.27	49.36	31.0	11 St. Agnes
		38.33	41.75	48.78	4.3	60 Ft. Washington
		36.80	39.82	48.20	16.3	4 Holy Cross
		36.09	36.52	48.01	16.3	43 BW Medical Ctr.
		33.41	40.09	47.71	1.2	13 Bon Secour
		35.06	38.75	47.48	23.5	5 Frederic Memo.
		32.33	37.81	47.37	5.3	37 Easton
		34.51	39.58	46.54	2.9	55 Laurel Re.
		35.04	38.38	46.32	13.0	15 Franklin Sqr.
		33.59	36.13	45.89	16.3	44 G.B.M.C
		32.67	36.90	45.81	10.8	1 Meritus M.C.
		32.65	36.35	45.74	10.3	29 Bayview
		36.23	39.56	45.65	11.9	54 So. MD.
		32.82	39.02	45.54	3.0	30 Chester River
		35.52	37.51	45.18	12.6	12 Sinai Hosp.
		33.80	37.31	44.60	5.2	28 St. Marys
		34.46	36.52	44.53	12.8	34 Harbor
		33.36	35.81	43.96	12.4	2004 Good Sam.
		34.50	35.71	43.10	12.2	8 Mercy
		32.86	36.05	43.09	13.7	51 Drs. P.G.
		32.26	34.79	42.77	12.8	24 Union Mem.
		31.62	33.20	42.67	6.2	7 St.Jose
		32.80	33.85	42.11	11.7	48 Howard
		31.17	33.17	41.97	3.5	10 Dochester Hosp
		31.76	34.42	41.55	7.1	40 Northwest
		32.46	33.59	41.27	17.6	49 Upper Chesapeak
		28.62	33.18	40.51	47.1	2 Univ. MD.
		28.04	29.54	40.49	10.4	27 W.Maryland MC
		31.79	34.32	40.16	9.4	32 Cecil County
		31.60	33.14	39.60	6.9	3 P.G.Gen.
		31.30	32.18	38.97	55.7	9 Hopkins Hosp
		31.84	32.48	38.81	4.7	33 Carroll,
		25.95	29.35	37.73	2.0	17 Garrett
		28.67	30.10	37.34	9.6	6 Harford Memo.
		27.72	30.87	37.01	11.5	61 Atlantic G.
		29.01	30.29	36.96	7.6	35 Civista M. C
		13.66	15.25	19.81	5.0	45 McCreed
ULTRASOUND TECHNOLOGIST		32.98	36.65	44.75	518.1	
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Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
UNIT CLERK/SECRETARY	50	14.60	15.46	24.80	59.0	43 BW Medical Ctr.
		16.45	17.67	24.31	23.1	18 Montgy. Gen.
		16.71	18.30	24.07	11.8	6 Harford Memo.
		16.17	17.25	23.65	25.1	22 Suburban
		17.14	18.38	23.46	53.9	23 A.Arundel
		16.28	17.43	23.33	30.3	16 Wash.Adv.
		17.22	18.50	23.17	26.2	55 Laurel Re.
		14.50	16.52	23.15	71.8	1 Meritus M.C.
		15.51	17.46	23.13	78.8	5050 Shady Grove
		16.30	17.55	22.99	39.5	51 Drs. P.G.
		16.38	17.62	22.45	78.2	3 P.G.Gen.
		14.77	16.13	22.39	54.7	5 Frederic Memo.
		13.98	15.26	22.38	10.5	10 Dochester Hosp
		14.72	16.10	22.22	59.1	48 Howard
		12.92	17.20	22.13	10.6	60 Ft. Washington
		13.88	14.99	22.11	32.0	37 Easton
		14.71	15.89	22.02	38.8	34 Harbor
		16.40	16.54	21.94	158.4	8 Mercy
		15.32	17.00	21.75	22.7	8992 U. MIEMSS
		11.71	15.47	21.72	26.8	38 MD.General
		14.08	16.27	21.71	104.4	2 Univ. MD.
		14.20	15.42	21.67	60.4	24 Union Mem.
		14.24	15.87	21.67	79.5	15 Franklin Sqr.
		14.30	15.91	21.63	6.3	8994 U. UMCC
		15.07	16.25	21.55	18.4	28 St. Marys
		15.51	16.53	21.44	63.5	4 Holy Cross
		12.99	13.75	21.43	39.4	27 W.Maryland MC
		14.54	15.21	21.42	28.9	7 St.Jose
		14.95	15.80	21.28	37.6	49 Upper Chesapeak
		14.05	15.17	21.23	47.7	2004 Good Sam.
		15.97	17.06	21.18	3.0	333 Bowie E.C.
		14.20	14.50	21.17	65.4	29 Bayview
		14.38	15.47	20.99	79.8	12 Sinai Hosp.
		14.51	15.26	20.67	38.4	40 Northwest
		15.69	15.71	20.18	27.4	33 Carroll,
		14.00	15.20	19.94	17.6	2001 Kernan
		13.90	14.57	19.92	18.2	39 Calvert Mem.
		13.43	13.85	19.88	10.2	17 Garrett
		13.27	14.77	19.85	76.3	11 St. Agnes
		13.08	13.73	19.72	59.0	44 G.B.M.C
		14.22	15.46	19.69	25.1	32 Cecil County
		12.67	13.81	19.62	74.4	19 Pen.Gen.
		13.92	14.22	19.30	12.0	9 Hopkins Hosp
		13.20	14.66	19.29	15.1	61 Atlantic G.
		11.57	14.36	19.04	11.9	13 Bon Secour
		14.00	14.89	18.83	61.4	54 So. MD.
		12.08	12.42	17.12	17.9	35 Civista M. C
UNIT CLERK/SECRETARY		14.55	15.81	21.46	2,010.5	

Health Services Cost Review Commission
Year 2012 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included March 1st. 2012)
Listed by Jobtitle, pay rate (Run date: 18SEP12)

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	43.75	43.75	55.32	1.0	8994 U. UMCC
		40.64	40.91	50.87	33.6	29 Bayview
		41.35	41.51	50.09	32.7	5050 Shady Grove
		38.90	39.17	49.44	21.2	44 G.B.M.C
		39.54	39.57	49.23	18.0	22 Suburban
		39.22	39.22	49.18	6.6	18 Montgy. Gen.
		36.23	41.27	49.03	13.5	13 Bon Secour
		36.35	40.84	49.02	66.1	2 Univ. MD.
		37.25	37.25	48.82	26.2	43 BW Medical Ctr.
		41.26	41.26	48.40	4.0	55 Laurel Re.
		38.83	39.79	48.35	32.5	2004 Good Sam.
		40.35	40.39	47.96	78.4	9 Hopkins Hosp
		39.05	39.31	47.89	25.6	16 Wash.Adv.
		40.37	40.44	47.68	5.5	3 P.G.Gen.
		38.71	39.13	47.49	29.8	24 Union Mem.
		40.59	40.59	47.24	1.0	30 Chester River
		34.63	37.69	47.22	13.2	38 MD.General
		36.74	36.78	46.91	19.8	7 St.Jose
		38.57	38.58	46.54	36.6	15 Franklin Sqr.
		38.21	38.21	46.35	29.6	4 Holy Cross
		37.40	37.40	45.49	23.7	34 Harbor
		37.67	38.25	45.48	9.3	51 Drs. P.G.
		36.60	36.63	45.15	31.0	11 St. Agnes
		36.59	37.02	45.11	22.2	49 Upper Chesapeak
		37.47	37.47	44.87	13.5	40 Northwest
		36.98	37.17	44.81	17.6	12 Sinai Hosp.
		37.88	37.95	44.69	10.5	8992 U. MIEMSS
		34.61	35.98	44.49	12.9	48 Howard
		36.20	36.41	44.46	7.8	39 Calvert Mem.
		36.72	36.72	44.14	15.7	2001 Kernan
		28.11	37.22	43.99	31.8	23 A.Arundel
		35.50	37.92	43.87	26.2	54 So. MD.
		35.43	35.72	43.84	31.7	19 Pen.Gen.
		35.46	36.66	43.26	3.8	60 Ft. Washington
		35.19	35.34	43.24	20.0	6 Harford Memo.
		36.12	36.19	42.94	21.0	33 Carroll,
		36.77	36.77	42.92	0.5	333 Bowie E.C.
		30.58	30.79	42.00	32.5	27 W.Maryland MC
		32.47	32.98	41.90	1.8	17 Garrett
		34.79	34.86	41.38	5.0	61 Atlantic G.
		33.96	35.32	41.24	9.9	32 Cecil County
		32.87	32.90	40.99	38.0	5 Frederic Memo.
		33.16	33.79	40.75	14.1	28 St. Marys
		31.54	31.54	40.19	8.5	10 Dochester Hosp
		32.33	32.38	39.28	13.8	35 Civista M. C
		29.96	30.11	36.92	29.4	8 Mercy
		28.52	28.87	36.88	33.0	1 Meritus M.C.
		27.54	27.68	36.16	23.1	37 Easton
		26.96	26.96	32.53	1.0	45 McCreed
UTILIZ.REVIEW/QUAL.ASSUR.SPEC./CASE		36.04	36.75	44.82	1,003.8	
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