

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ACCOUNTANT/FINANCIAL ANALYST	53	38.16	38.16	45.19	1.0	8994 U. UMCC
		31.20	31.98	41.45	7.5	22 Suburban
		29.53	33.73	40.64	5.5	8 Mercy
		32.70	32.71	39.82	12.7	16 Wash.Adv.
		32.70	32.71	39.31	13.5	5050 Shady Grove
		32.06	32.06	38.73	3.0	32 Cecil County
		30.27	30.68	38.32	10.1	4 Holy Cross
		30.18	31.38	37.91	7.6	48 Howard
		29.61	29.62	37.54	48.3	2 Univ. MD.
		30.30	30.91	37.52	6.6	40 Northwest
		29.77	30.26	36.96	12.3	12 Sinai Hosp.
		27.59	29.13	36.54	4.0	13 Bon Secour
		24.60	28.81	36.40	4.9	7 St.Joe
		29.40	29.40	35.88	10.0	44 G.B.M.C
		28.96	28.96	35.55	12.0	23 A.Arundel
		28.52	28.52	35.06	2.0	30 Chester River
		27.67	27.67	34.69	7.5	34 Harbor
		28.81	28.81	34.68	3.0	39 Calvert Mem.
		27.07	27.07	34.53	2.0	2001 Kernan
		28.33	28.33	34.47	3.0	33 Carroll,
		26.02	26.67	33.85	28.8	9 Hopkins Hosp
		26.83	26.83	33.84	5.0	6 Harford Memo.
		27.67	27.67	33.83	10.6	15 Franklin Sqr.
		24.96	27.70	33.73	1.0	60 Ft. Washington
		25.21	26.10	33.44	10.3	29 Bayview
		27.39	27.39	33.17	1.0	18 Montgy. Gen.
		26.11	26.11	33.14	8.9	24 Union Mem.
		25.98	25.98	32.51	9.1	2004 Good Sam.
		26.83	26.83	32.31	10.1	3 P.G.Gen.
		25.11	25.11	32.09	4.5	1 Washington Co.
		26.84	26.84	31.91	3.5	55 Laurel Re.
		23.90	23.90	31.89	2.5	37 Easton
		22.82	22.82	30.85	3.8	25 Cumberland
		24.65	24.69	30.72	6.0	5 Frederic Memo.
		26.44	26.44	30.68	1.0	45 McCread
		23.69	23.69	30.14	0.9	10 Dochester Hosp
		22.82	22.82	29.99	3.8	27 Braddock Hosp
		24.72	24.72	29.85	4.2	61 Atlantic G.
		23.78	23.78	29.85	6.5	19 Pen.Gen.
		23.34	23.63	29.72	4.1	28 St. Marys
		23.93	23.93	29.48	10.0	11 St. Agnes
		20.68	20.68	25.76	2.0	51 Drs. P.G.
		18.90	18.90	23.58	2.0	35 Civista M. C
ACCOUNTANT/FINANCIAL ANALYST		27.12	27.54	34.13	315.9	

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ACCOUNTING/ACT.PYBLE/PAYROLL CLERK	54	23.19	24.26	30.41	2.3	28 St. Marys
		22.34	22.66	28.61	3.3	16 Wash.Adv.
		22.34	22.66	28.13	3.5	5050 Shady Grove
		19.95	19.98	26.97	7.1	22 Suburban
		20.35	20.45	26.06	8.5	23 A.Arundel
		16.86	19.19	26.03	2.2	17 Garrett
		19.51	20.19	26.00	8.9	4 Holy Cross
		19.47	20.03	25.45	4.9	40 Northwest
		19.25	18.91	25.09	27.0	2 Univ. MD.
		17.56	17.56	24.78	2.3	37 Easton
		16.37	18.28	24.30	11.6	9 Hopkins Hosp
		20.09	20.37	24.16	5.1	54 So. MD.
		18.72	19.29	24.09	2.2	39 Calvert Mem.
		17.15	18.76	24.00	8.2	8 Mercy
		18.65	18.82	23.88	3.0	60 Ft. Washington
		19.01	19.01	23.75	3.8	18 Montgy. Gen.
		16.83	17.69	23.68	8.3	24 Union Mem.
		17.97	18.28	23.68	13.2	12 Sinai Hosp.
		16.83	17.69	23.52	5.8	34 Harbor
		18.07	18.24	23.42	2.0	32 Cecil County
		16.84	17.71	23.34	7.6	2004 Good Sam.
		16.41	18.33	23.30	1.4	48 Howard
		17.42	17.42	23.14	0.8	10 Dochester Hosp
		17.56	17.56	23.12	4.2	13 Bon Secour
		16.96	16.97	23.01	7.7	1 Washington Co.
		18.38	18.39	22.88	5.4	3 P.G.Gen.
		16.85	17.71	22.82	9.1	15 Franklin Sqr.
		17.62	17.79	22.57	3.9	51 Drs. P.G.
		18.33	18.33	22.56	1.0	8992 U. MIEMSS
		18.42	18.44	22.55	1.9	55 Laurel Re.
		17.04	17.63	22.21	9.4	11 St. Agnes
		18.30	18.56	22.17	1.0	45 McCread
		16.22	16.92	21.56	4.4	33 Carroll,
		14.90	14.90	21.54	1.8	25 Cumberland
		16.07	16.07	21.43	5.6	7 St.Joe
		16.73	16.82	21.31	4.1	35 Civista M. C
		15.88	16.30	21.31	6.6	44 G.B.M.C
		15.88	15.88	21.01	4.0	5 Frederic Memo.
		14.89	14.89	20.65	1.8	27 Braddock Hosp
		15.05	15.05	20.56	3.0	6 Harford Memo.
		13.71	14.64	20.46	12.7	29 Bayview
		14.99	15.03	20.12	4.8	19 Pen.Gen.
		15.22	15.22	20.04	2.0	30 Chester River
		14.90	15.04	19.43	3.0	61 Atlantic G.
ACCOUNTING/ACT.PYBLE/PAYROLL CLERK		17.62	18.04	23.39	240.1	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
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ADMINISTRATIVE ASST.	40	20.23	20.44	27.53	28.0	22 Suburban
		20.64	20.64	27.22	12.0	2001 Kernan
		21.99	22.04	26.56	1.3	55 Laurel Re.
		17.94	20.12	25.51	22.9	8 Mercy
		20.35	20.36	25.08	6.3	3 P.G.Gen.
		19.92	19.92	24.31	1.0	8992 U. MIEMSS
		18.18	19.03	24.08	31.4	5050 Shady Grove
		17.93	18.66	24.07	16.7	23 A.Arundel
		17.65	17.73	23.72	91.1	2 Univ. MD.
		17.89	18.18	23.62	34.9	16 Wash.Adv.
		16.45	18.21	23.28	29.5	43 BW Medical Ctr
		16.39	17.02	22.86	141.6	9 Hopkins Hosp
		16.93	17.02	22.79	9.7	6 Harford Memo.
		16.56	17.44	22.77	39.1	4 Holy Cross
		16.74	17.22	22.77	25.4	7 St.Joe
		16.70	16.95	22.70	32.6	34 Harbor
		15.85	17.64	22.58	4.3	60 Ft. Washington
		16.43	16.69	22.56	93.6	24 Union Mem.
		16.89	17.16	22.43	74.9	12 Sinai Hosp.
		16.94	17.13	22.23	43.7	44 G.B.M.C
		17.00	17.01	22.07	14.6	32 Cecil County
		17.14	17.50	22.05	22.7	18 Montgy. Gen.
		16.72	16.95	21.97	76.5	15 Franklin Sqr.
		16.54	16.61	21.97	14.1	28 St. Marys
		14.49	15.22	21.90	25.9	38 MD.General
		16.58	16.80	21.87	19.4	40 Northwest
		16.13	16.31	21.79	62.0	2004 Good Sam.
		16.45	16.94	21.74	21.6	48 Howard
		17.18	17.18	21.38	10.1	8994 U. UMCC
		15.98	16.44	21.08	10.7	51 Drs. P.G.
		15.33	15.40	21.02	14.0	49 Upper Chesapea
		15.93	16.54	20.96	61.0	11 St. Agnes
		15.70	15.82	20.94	30.9	5 Frederic Memo.
		13.71	13.86	20.62	23.5	37 Easton
		14.24	14.73	20.56	91.3	29 Bayview
		15.98	16.11	20.53	15.7	35 Civista M. C
		15.26	15.28	20.47	9.6	13 Bon Secour
		15.72	15.86	20.36	16.0	33 Carroll,
		14.21	14.57	20.33	60.8	1 Washington Co.
		14.50	15.58	19.96	14.5	39 Calvert Mem.
		15.81	15.98	19.39	29.4	54 So. MD.
		13.75	13.79	19.09	5.2	10 Dochester Hosp
		13.16	13.28	18.76	38.7	27 Braddock Hosp
		12.31	12.31	18.50	24.7	25 Cumberland
		12.85	13.08	17.94	53.6	19 Pen.Gen.
		11.10	11.36	17.07	3.5	17 Garrett
		11.78	11.99	16.15	9.3	61 Atlantic G.
ADMINISTRATIVE ASST.		16.26	16.64	21.90	1,519.3	

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 Two Week Pay Period(Included February 1st. 2007)
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BILLING CLERK	2	17.74	25.29	31.05	1.3	60 Ft. Washington
		23.08	23.08	29.61	1.0	6 Harford Memo.
		22.10	22.10	28.88	3.1	2001 Kernan
		18.86	19.38	24.95	3.0	16 Wash.Adv.
		18.39	18.73	24.88	25.4	2 Univ. MD.
		17.67	18.05	24.65	21.0	22 Suburban
		18.86	19.38	24.47	3.2	5050 Shady Grove
		18.07	18.55	23.94	34.7	23 A.Arundel
		17.23	17.95	23.63	2.2	7 St.Joe
		18.13	18.54	23.22	8.3	18 Montgy. Gen.
		18.60	18.60	22.98	1.0	8994 U. UMCC
		16.76	17.36	22.66	72.3	12 Sinai Hosp.
		16.30	17.18	22.47	33.1	4 Holy Cross
		15.23	17.28	22.35	84.5	8 Mercy
		17.37	17.54	21.93	5.0	3 P.G.Gen.
		14.39	17.22	21.74	18.9	11 St. Agnes
		16.08	16.61	21.62	20.7	32 Cecil County
		15.70	15.83	21.45	20.8	34 Harbor
		15.85	16.37	21.39	18.2	40 Northwest
		15.22	15.95	21.39	27.4	2004 Good Sam.
		17.08	17.40	21.38	2.8	55 Laurel Re.
		16.55	16.80	21.28	15.4	35 Civista M. C
		15.38	15.53	21.26	22.8	24 Union Mem.
		15.85	15.86	21.15	12.2	13 Bon Secour
		11.73	14.33	20.88	9.1	38 MD.General
		15.86	15.91	20.87	29.9	44 G.B.M.C
		15.90	16.11	20.71	11.1	51 Drs. P.G.
		14.65	14.95	20.51	36.4	9 Hopkins Hosp
		15.19	15.28	20.50	17.1	28 St. Marys
		14.51	14.71	20.48	20.7	1 Washington Co.
		15.31	15.60	20.48	35.1	15 Franklin Sqr.
		14.66	15.05	20.09	29.9	5 Frederic Memo.
		14.78	15.25	19.67	25.0	33 Carroll,
		13.41	13.74	19.44	10.3	29 Bayview
		12.40	12.41	19.00	11.7	37 Easton
		14.27	14.33	18.99	8.0	43 BW Medical Ctr
		14.02	14.27	18.76	5.6	48 Howard
		14.28	14.49	18.75	6.5	39 Calvert Mem.
		13.33	13.54	18.46	36.0	19 Pen.Gen.
		14.78	14.89	18.21	15.1	54 So. MD.
12.06	12.06	18.20	19.4	25 Cumberland		
11.91	12.24	18.08	4.9	17 Garrett		
12.45	12.45	17.78	20.6	27 Braddock Hosp		
12.22	13.44	17.71	6.6	61 Atlantic G.		
12.39	12.40	17.54	4.1	10 Dochester Hosp		
12.29	12.64	17.13	7.6	30 Chester River		
10.93	11.35	14.38	6.7	45 McCread		
BILLING CLERK		15.53	16.13	21.30	835.6	

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C.T. TECHNOLOGIST	57	36.22	42.31	50.00	7.9	5050 Shady Grove
		37.37	39.53	49.06	26.7	2 Univ. MD.
		33.28	37.70	48.35	5.6	22 Suburban
		33.90	39.56	46.86	5.0	18 Montgy. Gen.
		26.01	37.38	46.04	28.3	9 Hopkins Hosp
		31.90	38.55	45.86	8.2	15 Franklin Sqr.
		33.35	38.14	45.80	4.8	23 A.Arundel
		33.14	37.55	45.22	10.7	16 Wash.Adv.
		34.60	37.87	45.16	6.0	32 Cecil County
		31.69	37.64	44.99	6.7	8 Mercy
		32.19	37.74	44.86	4.6	60 Ft. Washington
		29.71	35.59	44.20	7.6	29 Bayview
		31.11	35.63	44.14	12.2	4 Holy Cross
		29.33	35.31	43.40	4.8	6 Harford Memo.
		27.77	35.06	43.20	9.8	24 Union Mem.
		31.36	36.35	43.09	8.2	51 Drs. P.G.
		25.16	33.60	42.87	3.2	38 MD.General
		31.51	37.50	42.77	6.0	54 So. MD.
		32.39	35.61	42.55	9.3	43 BW Medical Ctr
		30.65	35.29	42.53	9.1	12 Sinai Hosp.
		35.30	35.46	42.53	4.9	33 Carroll,
		29.28	34.38	42.19	5.8	34 Harbor
		32.26	34.53	41.44	11.3	48 Howard
		26.21	32.81	40.68	8.1	1 Washington Co.
		30.13	32.96	40.26	8.2	2004 Good Sam.
		32.49	33.37	39.76	1.8	39 Calvert Mem.
		30.73	31.55	39.35	5.6	13 Bon Secour
		29.43	31.27	38.79	10.0	49 Upper Chesapea
		26.65	29.47	38.67	2.8	25 Cumberland
		26.77	30.06	38.51	2.2	27 Braddock Hosp
		30.03	31.70	38.40	6.4	40 Northwest
		29.21	31.64	38.37	6.9	44 G.B.M.C
		29.71	31.49	38.22	3.6	5 Frederic Memo.
		26.82	29.97	36.73	13.1	19 Pen.Gen.
		27.19	29.97	35.71	2.4	35 Civista M. C
		24.37	25.76	31.95	2.0	30 Chester River
		21.79	26.95	31.23	1.6	45 McCreed
		24.36	25.81	31.02	3.7	61 Atlantic G.
		23.05	25.03	30.76	18.1	11 St. Agnes
		21.42	22.03	29.28	1.0	17 Garrett
C.T. TECHNOLOGIST		29.75	33.75	41.12	304.1	

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CASHIER - BUSINESS OFFICE	3	19.29	19.32	26.18	3.2	22 Suburban
		18.00	18.40	23.61	1.0	32 Cecil County
		16.34	16.46	23.55	1.3	37 Easton
		16.51	16.51	22.26	0.9	49 Upper Chesapea
		17.57	17.62	22.18	2.0	18 Montgy. Gen.
		16.44	16.56	22.18	0.5	10 Dochester Hosp
		15.60	16.68	21.91	5.8	12 Sinai Hosp.
		15.13	16.22	21.34	2.0	4 Holy Cross
		16.29	16.40	21.03	2.0	51 Drs. P.G.
		16.39	16.39	20.64	1.0	3 P.G.Gen.
		15.10	15.59	20.52	2.0	40 Northwest
		14.21	15.31	20.32	2.3	23 A.Arundel
		7.44	13.74	20.21	2.1	38 MD.General
		13.11	14.22	19.98	1.1	29 Bayview
		14.75	15.17	19.79	4.0	5050 Shady Grove
		13.53	13.53	19.17	6.6	1 Washington Co.
		14.17	14.17	18.93	2.0	44 G.B.M.C
		13.23	14.33	18.83	0.4	48 Howard
		14.27	14.27	17.89	1.0	55 Laurel Re.
		12.99	13.21	17.84	2.9	15 Franklin Sqr.
		12.21	12.83	17.65	2.9	16 Wash.Adv.
		12.98	12.98	17.51	1.9	30 Chester River
		12.62	12.63	17.44	5.8	19 Pen.Gen.
		11.84	12.07	17.37	1.8	24 Union Mem.
		11.89	12.12	17.30	1.2	34 Harbor
		11.14	11.26	17.26	1.1	25 Cumberland
		10.90	12.06	17.21	20.6	9 Hopkins Hosp
		11.82	12.05	17.07	1.6	2004 Good Sam.
		12.72	12.74	16.96	1.0	61 Atlantic G.
		12.10	12.10	16.78	1.0	13 Bon Secour
11.14	11.26	16.38	1.1	27 Braddock Hosp		
11.58	12.16	16.20	1.7	35 Civista M. C		
11.66	11.68	15.62	3.0	39 Calvert Mem.		
9.97	9.97	14.85	1.0	6 Harford Memo.		
CASHIER - BUSINESS OFFICE		13.67	14.18	19.23	89.9	

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COLLECTION CLERK	55	24.63	24.63	30.81	1.6	16 Wash.Adv.
		22.87	23.88	30.34	1.0	4 Holy Cross
		24.63	24.63	30.31	1.7	5050 Shady Grove
		19.02	19.02	25.22	67.3	2 Univ. MD.
		11.77	19.42	24.55	4.3	60 Ft. Washington
		18.89	19.52	24.48	1.1	51 Drs. P.G.
		17.25	18.55	23.98	1.2	12 Sinai Hosp.
		18.38	18.38	23.04	4.0	18 Montgy. Gen.
		17.63	17.63	22.78	4.0	44 G.B.M.C
		16.69	17.37	22.63	4.3	23 A.Arundel
		12.96	15.46	22.16	10.0	38 MD.General
		16.79	16.96	22.04	8.2	40 Northwest
		17.20	17.60	21.99	19.6	3 P.G.Gen.
		15.56	15.88	21.65	2.4	24 Union Mem.
		15.54	15.86	21.48	1.7	34 Harbor
		16.33	16.33	21.29	1.0	8 Mercy
		15.51	15.83	21.26	2.2	2004 Good Sam.
		16.91	17.20	21.16	8.6	55 Laurel Re.
		15.55	15.87	20.78	2.6	15 Franklin Sqr.
		13.42	15.62	20.78	8.9	19 Pen.Gen.
		15.62	16.22	20.64	2.2	35 Civista M. C
		14.98	15.10	20.14	5.1	5 Frederic Memo.
		13.92	13.92	19.60	2.7	1 Washington Co.
		14.07	14.36	19.41	16.5	7 St.Joe
		14.16	14.16	19.27	1.0	28 St. Marys
		14.43	14.45	19.12	16.8	43 BW Medical Ctr
		13.74	14.78	18.93	34.5	11 St. Agnes
		14.73	15.04	18.37	5.0	54 So. MD.
		11.49	11.50	17.24	5.9	17 Garrett
		12.00	12.24	16.42	8.8	61 Atlantic G.
		11.12	11.12	14.14	1.0	45 McCread
COLLECTION CLERK		16.06	16.73	21.81	255.2	

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 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
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COOK	56	17.32	17.32	22.44	0.8	40 Northwest
		15.59	15.99	21.70	7.2	2 Univ. MD.
		15.77	16.25	21.37	5.5	23 A.Arundel
		14.38	15.12	21.10	11.2	22 Suburban
		13.47	15.32	20.28	22.9	4 Holy Cross
		15.06	15.20	20.06	4.0	32 Cecil County
		14.09	14.54	19.82	3.9	2004 Good Sam.
		13.26	15.12	19.73	9.9	5050 Shady Grove
		12.45	13.96	19.69	11.8	29 Bayview
		13.19	14.18	19.63	37.5	9 Hopkins Hosp
		12.63	14.78	19.57	11.8	8 Mercy
		12.49	13.87	19.55	7.2	1 Washington Co.
		12.65	14.50	19.49	28.5	12 Sinai Hosp.
		13.69	13.84	19.36	2.0	24 Union Mem.
		12.78	14.80	19.35	12.5	48 Howard
		13.57	14.32	19.31	9.3	16 Wash.Adv.
		13.00	14.15	19.26	8.0	28 St. Marys
		14.33	14.55	19.23	5.0	43 BW Medical Ctr
		11.75	12.61	19.23	10.0	37 Easton
		14.42	14.68	19.13	4.8	51 Drs. P.G.
		13.67	13.67	19.08	10.9	49 Upper Chesapea
		10.29	12.75	19.08	7.0	38 MD.General
		12.24	12.51	18.73	5.0	25 Cumberland
		12.62	13.40	18.71	7.3	6 Harford Memo.
		14.32	14.56	18.59	6.7	3 P.G.Gen.
		14.25	14.69	18.36	5.3	55 Laurel Re.
		13.70	13.94	18.19	3.1	33 Carroll,
		13.68	14.04	18.16	7.3	18 Montgy. Gen.
		12.24	12.75	17.93	7.6	10 Dochester Hosp
		12.62	13.73	17.90	5.8	39 Calvert Mem.
		12.57	12.93	17.53	10.8	15 Franklin Sqr.
		11.67	12.65	17.24	9.3	44 G.B.M.C
		12.90	13.88	17.11	5.8	54 So. MD.
12.29	12.32	17.04	4.8	13 Bon Secour		
11.99	12.70	16.52	11.3	11 St. Agnes		
12.03	12.30	16.48	3.7	61 Atlantic G.		
10.81	11.33	16.46	5.0	27 Braddock Hosp		
11.35	11.97	16.37	5.8	30 Chester River		
10.77	11.26	15.92	8.0	19 Pen.Gen.		
10.69	11.05	14.98	4.3	35 Civista M. C		
	8.63	8.82	14.17	2.7	17 Garrett	
COOK		12.96	13.72	18.63	351.3	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
DIETARY AIDE I	10	14.24	14.41	19.86	21.9	2 Univ. MD.
		13.16	14.37	19.81	17.0	34 Harbor
		12.41	14.28	19.06	65.4	4 Holy Cross
		12.42	13.59	18.77	23.8	2004 Good Sam.
		13.14	14.33	17.97	12.7	55 Laurel Re.
		10.58	11.26	17.72	24.3	37 Easton
		9.28	11.45	17.59	29.3	38 MD.General
		11.60	12.12	17.50	22.2	22 Suburban
		11.94	13.07	17.45	35.4	5050 Shady Grove
		11.98	11.98	17.36	7.1	2001 Kernan
		11.83	12.54	17.24	45.6	23 A.Arundel
		11.90	11.90	17.10	21.7	49 Upper Chesapea
		11.46	12.50	17.06	48.9	15 Franklin Sqr.
		11.55	12.27	17.02	40.8	5 Frederic Memo.
		10.36	11.56	16.97	63.2	29 Bayview
		11.27	11.63	16.88	14.8	24 Union Mem.
		10.01	11.35	16.73	44.4	1 Washington Co.
		11.86	12.39	16.59	26.2	51 Drs. P.G.
		11.02	11.49	16.55	15.0	6 Harford Memo.
		11.03	11.75	16.44	37.5	16 Wash.Adv.
		11.18	11.85	16.37	37.2	40 Northwest
		10.90	11.29	16.34	147.3	9 Hopkins Hosp
		11.94	12.44	16.23	29.0	3 P.G.Gen.
		10.90	11.56	16.23	72.0	12 Sinai Hosp.
		9.92	10.30	16.13	28.3	25 Cumberland
		10.54	11.03	16.02	13.3	10 Dochester Hosp
		11.02	11.51	15.94	39.2	8 Mercy
		11.01	11.11	15.63	13.3	13 Bon Secour
		10.84	11.18	15.50	46.6	43 BW Medical Ctr
		10.49	11.52	15.32	22.1	18 Montgy. Gen.
		10.26	10.83	15.22	34.3	44 G.B.M.C
		9.73	10.43	15.15	13.4	28 St. Marys
		10.70	11.24	14.84	52.4	11 St. Agnes
		10.20	10.38	14.73	25.5	32 Cecil County
		9.56	9.85	14.72	32.8	27 Braddock Hosp
		9.16	10.53	14.57	24.5	48 Howard
		9.88	10.43	14.47	8.0	61 Atlantic G.
		9.42	10.32	14.46	6.2	60 Ft. Washington
		9.39	9.81	14.31	46.7	19 Pen.Gen.
		8.37	8.87	14.23	7.9	17 Garrett
		9.55	9.98	14.13	7.2	30 Chester River
		10.16	10.26	14.03	28.5	33 Carroll,
		8.75	9.40	13.09	13.8	39 Calvert Mem.
		8.86	9.04	12.78	19.5	35 Civista M. C
		8.77	9.24	12.07	20.3	54 So. MD.
DIETARY AIDE I		10.77	11.44	16.09	1,406.3	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
DIETITIAN	6	33.58	33.58	41.30	0.9	34 Harbor
		30.98	30.98	37.49	1.5	15 Franklin Sqr.
		27.93	31.08	36.93	1.0	35 Civista M. C
		29.32	29.32	36.75	2.6	24 Union Mem.
		29.83	29.83	36.54	2.8	30 Chester River
		29.48	29.61	36.28	5.3	23 A.Arundel
		29.12	29.80	36.27	0.9	8 Mercy
		29.44	29.78	35.77	3.5	39 Calvert Mem.
		28.43	28.43	35.23	1.0	2004 Good Sam.
		27.45	27.57	35.16	17.8	2 Univ. MD.
		26.62	28.27	34.84	2.2	28 St. Marys
		28.25	28.25	34.60	0.9	44 G.B.M.C
		26.98	27.29	34.53	6.2	1 Washington Co.
		27.96	27.96	33.81	1.0	51 Drs. P.G.
		26.84	26.84	32.83	0.6	48 Howard
		24.43	25.78	32.56	5.2	4 Holy Cross
		26.56	26.56	32.46	1.0	60 Ft. Washington
		26.20	26.20	32.06	5.3	33 Carroll,
		25.85	26.05	31.96	4.7	43 BW Medical Ctr
		25.13	25.15	31.93	2.6	13 Bon Secour
		25.56	25.72	31.76	1.4	40 Northwest
		25.00	25.59	31.72	0.6	5 Frederic Memo.
		24.42	24.56	31.70	22.2	29 Bayview
		25.15	25.15	31.37	6.5	19 Pen.Gen.
		25.78	25.85	31.07	2.2	61 Atlantic G.
		24.91	24.91	30.81	3.3	32 Cecil County
		24.61	24.61	30.78	1.0	16 Wash.Adv.
		24.97	24.97	30.70	1.2	5050 Shady Grove
		23.53	24.53	29.96	1.3	18 Montgy. Gen.
		21.57	21.71	29.54	2.0	25 Cumberland
		23.83	23.95	29.51	4.0	11 St. Agnes
		20.02	20.09	26.78	3.8	27 Braddock Hosp
		17.20	17.69	23.62	62.4	9 Hopkins Hosp
		17.19	17.19	23.29	1.0	2001 Kernan
		11.21	14.63	21.22	1.7	38 MD.General
		12.10	12.77	16.60	12.3	3 P.G.Gen.
DIETITIAN		25.21	25.62	31.94	193.7	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
E.K.G./CARDIOLOGY TECH.	7	30.76	35.43	42.33	4.5	5050 Shady Grove
		32.03	33.99	40.31	9.3	3 P.G.Gen.
		23.84	26.40	32.29	0.9	60 Ft. Washington
		27.85	27.85	32.20	1.0	45 McCread
		23.69	23.85	31.63	3.6	22 Suburban
		21.27	25.23	30.12	2.9	55 Laurel Re.
		23.44	23.45	29.95	6.2	13 Bon Secour
		20.34	22.90	29.82	12.2	29 Bayview
		19.28	23.61	29.67	7.8	16 Wash.Adv.
		20.27	22.02	29.04	21.4	27 Braddock Hosp
		19.71	21.72	27.48	14.2	23 A.Arundel
		20.84	21.87	27.45	4.8	32 Cecil County
		21.00	21.57	27.16	6.7	40 Northwest
		19.06	21.30	27.03	5.1	12 Sinai Hosp.
		19.84	21.37	26.78	6.3	43 BW Medical Ctr
		20.60	21.05	26.05	0.5	39 Calvert Mem.
		18.42	18.78	24.93	6.0	2 Univ. MD.
		17.23	17.56	24.78	5.0	37 Easton
		17.82	18.78	24.01	4.4	8 Mercy
		15.81	18.57	23.57	1.8	48 Howard
		17.69	18.13	22.75	1.9	18 Montgy. Gen.
		15.72	15.72	22.46	2.7	38 MD.General
		16.53	16.66	22.43	8.6	49 Upper Chesapea
		15.04	15.43	22.17	4.9	25 Cumberland
		16.68	17.36	22.09	1.1	51 Drs. P.G.
		16.71	16.71	21.73	2.0	30 Chester River
		14.88	16.01	21.10	4.9	4 Holy Cross
		13.96	15.52	21.09	1.1	34 Harbor
		14.07	15.61	20.50	8.7	15 Franklin Sqr.
		13.86	14.44	19.93	10.3	9 Hopkins Hosp
		13.77	14.48	19.76	11.2	2004 Good Sam.
		14.45	14.62	19.44	3.3	44 G.B.M.C
		14.14	15.07	19.39	1.9	35 Civista M. C
		13.09	13.54	19.18	5.6	1 Washington Co.
		14.80	15.71	19.10	8.8	54 So. MD.
		14.00	14.00	18.99	0.7	7 St.Joe
		12.82	13.48	18.96	5.2	24 Union Mem.
		12.53	13.68	18.61	8.6	19 Pen.Gen.
		13.32	13.50	18.38	3.3	5 Frederic Memo.
		12.36	13.35	18.37	1.9	28 St. Marys
12.49	13.01	18.27	2.1	6 Harford Memo.		
13.73	13.78	18.01	4.4	33 Carroll,		
13.26	13.71	17.68	6.5	11 St. Agnes		
11.33	11.56	16.60	1.0	10 Dochester Hosp		
11.52	11.68	15.81	1.0	61 Atlantic G.		
E.K.G./CARDIOLOGY TECH.		17.46	18.53	23.99	236.1	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ENVIRONMENTAL SERVICE WORKER	12	13.93	13.93	19.30	1.0	2 Univ. MD.
		11.32	12.13	18.69	46.8	37 Easton
		10.38	12.52	18.04	72.5	1 Washington Co.
		12.50	12.50	17.95	2.0	2001 Kernan
		11.75	13.00	17.75	91.7	23 A.Arundel
		10.78	11.56	17.71	47.4	38 MD.General
		12.32	13.24	17.26	39.2	18 Montgy. Gen.
		11.28	12.01	17.18	48.6	34 Harbor
		11.09	11.96	17.06	19.4	10 Dochester Hosp
		11.06	12.13	17.03	34.5	28 St. Marys
		12.33	13.11	16.97	72.4	3 P.G.Gen.
		10.80	11.66	16.94	50.7	22 Suburban
		11.16	12.06	16.79	66.8	5 Frederic Memo.
		11.59	12.50	16.72	50.4	51 Drs. P.G.
		10.37	11.32	16.70	100.0	29 Bayview
		11.92	13.20	16.70	27.5	55 Laurel Re.
		11.45	12.19	16.69	101.4	8 Mercy
		9.76	11.58	16.68	433.0	9 Hopkins Hosp
		8.14	12.30	16.66	14.9	60 Ft. Washington
		12.33	12.58	16.65	43.6	33 Carroll,
		10.48	11.86	16.57	65.9	16 Wash.Adv.
		11.36	11.39	16.53	44.1	49 Upper Chesapea
		11.24	12.00	16.52	46.7	32 Cecil County
		10.53	11.27	16.47	56.3	24 Union Mem.
		10.80	11.41	16.46	25.9	6 Harford Memo.
		10.56	11.45	16.39	96.7	2004 Good Sam.
		10.89	11.85	16.34	121.0	15 Franklin Sqr.
		11.09	11.90	16.30	76.3	43 BW Medical Ctr
		11.47	11.58	16.18	38.5	13 Bon Secour
		10.55	11.48	16.14	161.8	12 Sinai Hosp.
		10.64	11.87	16.11	64.6	5050 Shady Grove
		10.10	11.75	16.10	111.4	4 Holy Cross
		10.29	11.23	15.89	81.4	19 Pen.Gen.
		9.43	10.01	15.79	42.0	25 Cumberland
		10.43	11.55	15.48	35.6	39 Calvert Mem.
		9.50	11.24	15.37	60.2	48 Howard
		9.67	10.26	15.20	33.5	27 Braddock Hosp
		9.78	10.72	15.09	93.4	44 G.B.M.C
		10.03	10.90	14.98	20.3	61 Atlantic G.
		10.24	10.69	14.93	16.5	30 Chester River
		8.99	9.43	14.87	17.1	17 Garrett
		9.96	10.62	13.57	63.2	54 So. MD.
		9.26	9.73	13.54	34.3	35 Civista M. C
		8.17	8.44	11.25	8.7	45 McCread
ENVIRONMENTAL SERVICE WORKER		10.72	11.64	16.31	2,778.8	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
EXECUTIVE ASST.	8	28.22	28.25	36.95	4.5	22 Suburban
		29.53	29.53	35.58	3.0	18 Montgy. Gen.
		26.31	26.33	33.72	24.0	2 Univ. MD.
		27.12	27.12	33.09	14.8	5050 Shady Grove
		26.31	26.31	32.88	6.7	2004 Good Sam.
		26.44	26.44	32.82	10.4	16 Wash.Adv.
		23.73	26.23	32.30	8.5	8 Mercy
		24.41	24.41	31.52	0.9	2001 Kernan
		24.53	24.63	31.49	9.3	24 Union Mem.
		25.31	25.36	31.28	7.4	15 Franklin Sqr.
		24.36	24.36	31.21	17.2	9 Hopkins Hosp
		23.91	23.91	30.48	5.2	34 Harbor
		24.39	24.39	30.31	17.0	44 G.B.M.C
		22.74	23.72	30.15	13.2	4 Holy Cross
		22.56	23.95	29.57	2.0	60 Ft. Washington
		23.68	23.68	29.45	8.0	32 Cecil County
		24.22	24.22	29.36	1.0	8994 U. UMCC
		22.42	23.64	29.24	7.9	48 Howard
		22.49	22.56	28.26	8.2	40 Northwest
		19.21	20.62	28.06	14.5	38 MD.General
		21.76	22.08	27.85	7.2	5 Frederic Memo.
		21.72	21.79	27.57	22.9	12 Sinai Hosp.
		21.20	21.80	27.25	13.8	43 BW Medical Ctr
		20.59	20.59	27.05	9.0	1 Washington Co.
		21.91	21.91	26.88	7.0	35 Civista M. C
		20.45	20.86	26.66	3.2	28 St. Marys
		19.06	19.07	26.47	4.2	37 Easton
		19.52	19.53	26.12	6.2	27 Braddock Hosp
		20.98	20.98	26.09	5.7	51 Drs. P.G.
		19.69	19.87	25.88	33.3	7 St.Joe
		19.66	20.01	25.58	19.6	23 A.Arundel
		19.44	19.47	25.33	10.0	13 Bon Secour
		19.43	19.43	25.01	6.6	19 Pen.Gen.
		19.88	19.96	25.00	13.0	33 Carroll,
		19.03	19.03	24.94	1.5	10 Dochester Hosp
		17.75	17.75	24.89	2.0	25 Cumberland
		19.41	19.41	24.23	5.6	39 Calvert Mem.
		17.58	17.89	24.15	63.5	29 Bayview
		18.30	18.71	23.99	6.2	30 Chester River
		19.29	19.38	23.98	20.2	3 P.G.Gen.
		19.15	19.27	23.47	12.4	55 Laurel Re.
		16.86	16.86	23.36	2.0	17 Garrett
		17.05	18.28	22.97	35.3	11 St. Agnes
		16.47	16.47	22.17	0.6	6 Harford Memo.
		17.01	17.09	21.64	9.7	61 Atlantic G.
		14.59	14.59	17.88	1.0	45 McCread
EXECUTIVE ASST.		21.51	21.78	27.70	505.2	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
GENERAL DUTY NURSE	11	33.55	37.97	48.67	302.2	22 Suburban
		37.33	38.82	48.24	1,121.0	2 Univ. MD.
		24.43	39.22	46.49	73.6	60 Ft. Washington
		38.71	39.07	46.22	64.7	8994 U. UMCC
		34.16	38.46	46.15	583.2	23 A.Arundel
		33.36	38.13	45.86	397.8	16 Wash.Adv.
		33.39	38.24	45.80	742.7	12 Sinai Hosp.
		31.50	38.80	45.80	236.2	51 Drs. P.G.
		33.73	36.95	45.61	135.6	13 Bon Secour
		32.14	35.96	45.57	233.9	38 MD.General
		29.24	36.67	45.42	645.2	29 Bayview
		32.61	36.98	45.35	461.4	24 Union Mem.
		29.55	37.93	45.32	412.8	8 Mercy
		32.11	36.76	44.85	295.0	34 Harbor
		32.27	38.40	44.80	114.8	55 Laurel Re.
		31.31	36.84	44.56	402.7	2004 Good Sam.
		35.74	35.76	44.43	144.4	2001 Kernan
		31.61	35.62	44.40	600.0	7 St.Joe
		33.11	37.18	44.28	489.2	43 BW Medical Ctr
		32.80	36.65	44.16	532.9	11 St. Agnes
		30.21	35.56	44.05	641.0	4 Holy Cross
		31.10	37.18	43.88	394.5	3 P.G.Gen.
		31.65	36.48	43.76	602.8	44 G.B.M.C
		32.08	36.58	43.68	611.9	15 Franklin Sqr.
		28.78	35.21	43.36	403.1	1 Washington Co.
		33.27	34.91	43.23	2,094.1	9 Hopkins Hosp
		32.10	36.15	43.13	486.4	5050 Shady Grove
		31.15	36.19	43.08	169.6	18 Montgy. Gen.
		32.19	34.96	43.00	139.4	6 Harford Memo.
		30.96	35.87	42.93	347.3	48 Howard
		31.89	35.45	42.59	424.8	5 Frederic Memo.
		33.78	35.42	42.48	301.2	33 Carroll,
		30.62	35.19	42.48	184.9	28 St. Marys
		30.23	37.15	42.40	288.0	54 So. MD.
		30.48	34.86	42.18	598.8	19 Pen.Gen.
		32.51	34.18	42.06	304.2	49 Upper Chesapea
		31.54	34.89	41.95	340.8	40 Northwest
		30.95	34.81	41.37	176.5	39 Calvert Mem.
		34.68	35.37	41.36	268.2	8992 U. MIEMSS
		31.20	34.07	41.33	106.4	30 Chester River
		28.91	32.79	39.53	153.6	32 Cecil County
		27.87	30.21	38.97	211.5	37 Easton
		28.27	32.20	38.15	154.3	35 Civista M. C
		26.90	29.02	38.14	217.4	25 Cumberland
		28.14	30.31	37.52	69.0	10 Dochester Hosp
		26.80	28.44	36.60	222.1	27 Braddock Hosp
		26.61	30.44	36.01	97.8	61 Atlantic G.
		24.12	27.68	35.74	60.6	17 Garrett
		24.06	26.62	30.88	13.2	45 McCread
GENERAL DUTY NURSE	11	31.14	35.28	42.81	18,072.5	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
GENERAL OFFICE CLERK	4	18.11	19.25	24.72	8.1	23 A.Arundel
		18.20	18.20	24.26	16.1	2 Univ. MD.
		16.75	17.75	22.66	7.5	5050 Shady Grove
		14.50	15.06	21.04	13.3	22 Suburban
		14.19	14.19	21.00	3.0	37 Easton
		15.60	15.76	20.42	5.4	48 Howard
		15.00	15.00	20.15	0.5	13 Bon Secour
		12.84	14.42	19.90	29.4	9 Hopkins Hosp
		11.41	13.34	19.74	12.8	38 MD.General
		13.24	13.67	19.36	16.8	29 Bayview
		13.84	13.84	19.27	3.6	49 Upper Chesapea
		13.75	14.37	19.11	11.5	8 Mercy
		13.66	14.29	19.08	13.2	40 Northwest
		13.59	14.03	18.99	9.6	16 Wash.Adv.
		13.14	13.77	18.67	54.4	12 Sinai Hosp.
		13.65	13.82	18.46	14.0	30 Chester River
		12.28	12.67	18.21	26.7	1 Washington Co.
		13.67	14.08	18.20	2.1	18 Montgy. Gen.
		12.26	13.49	18.13	6.8	4 Holy Cross
		12.13	12.70	18.08	26.2	24 Union Mem.
		12.24	12.66	17.90	13.9	34 Harbor
		12.62	12.66	17.87	4.6	6 Harford Memo.
		12.84	13.00	17.83	8.8	5 Frederic Memo.
		13.69	13.77	17.71	4.8	3 P.G.Gen.
		12.54	12.98	17.60	16.4	32 Cecil County
		10.52	11.00	16.96	9.2	25 Cumberland
		12.00	12.37	16.92	43.4	15 Franklin Sqr.
		12.81	12.81	16.91	8.0	33 Carroll,
		11.85	12.31	16.87	9.9	44 G.B.M.C
		11.52	11.87	16.86	21.0	2004 Good Sam.
		11.44	11.97	16.85	26.4	28 St. Marys
		11.67	12.13	16.79	13.4	7 St.Joe
		11.53	11.95	16.69	11.3	19 Pen.Gen.
		12.85	13.17	16.67	1.7	55 Laurel Re.
		10.72	10.72	15.93	2.9	2001 Kernan
		11.71	12.14	15.88	27.3	11 St. Agnes
		11.00	11.02	15.32	6.5	43 BW Medical Ctr
		10.60	11.15	15.22	3.5	51 Drs. P.G.
		9.71	10.14	15.06	17.2	27 Braddock Hosp
		10.73	10.91	14.98	4.6	61 Atlantic G.
		10.87	11.05	14.92	1.1	39 Calvert Mem.
		9.44	9.64	13.44	16.4	35 Civista M. C
		10.04	10.27	13.19	18.3	54 So. MD.
		9.05	9.36	12.23	5.0	45 McCread
GENERAL OFFICE CLERK		12.63	13.06	17.87	576.4	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
HUMAN RESOURCES, ASSOCIATE LEVEL	68	33.48	33.49	41.20	4.9	34 Harbor
		31.44	31.45	38.59	6.8	2004 Good Sam.
		30.52	30.54	38.12	9.3	24 Union Mem.
		30.72	31.61	38.08	8.0	5050 Shady Grove
		31.12	31.13	37.66	7.9	15 Franklin Sqr.
		28.78	28.78	37.59	6.1	22 Suburban
		30.56	30.58	37.36	11.0	23 A.Arundel
		29.52	29.52	36.26	6.0	16 Wash.Adv.
		28.48	28.32	36.03	13.2	2 Univ. MD.
		27.04	27.93	35.08	10.2	4 Holy Cross
		27.54	27.58	33.39	3.0	18 Montgy. Gen.
		25.58	25.63	32.92	22.3	29 Bayview
		25.65	25.97	32.07	15.3	44 G.B.M.C
		24.92	24.92	31.65	3.0	13 Bon Secour
		24.56	24.71	31.62	21.2	9 Hopkins Hosp
		26.18	26.19	31.59	7.3	3 P.G.Gen.
		26.14	26.14	31.13	2.6	55 Laurel Re.
		23.37	24.07	29.89	12.8	8 Mercy
		23.61	23.71	29.70	9.7	12 Sinai Hosp.
		23.61	23.71	29.53	6.5	40 Northwest
		22.90	22.97	29.53	9.7	7 St.Joe
		23.54	23.67	28.97	3.2	39 Calvert Mem.
		22.24	22.25	28.69	7.8	49 Upper Chesapea
		22.74	22.74	28.57	7.8	5 Frederic Memo.
		22.20	22.83	28.34	9.9	48 Howard
		22.75	22.75	28.15	4.0	33 Carroll,
		22.11	22.11	27.39	7.0	11 St. Agnes
		21.86	21.86	26.83	5.0	35 Civista M. C
		19.47	20.01	25.72	2.1	28 St. Marys
		19.98	19.98	25.62	6.6	19 Pen.Gen.
		12.79	17.99	25.05	3.6	38 MD.General
		19.48	19.48	24.85	4.0	30 Chester River
		19.94	19.94	24.70	2.0	61 Atlantic G.
		17.95	19.12	24.03	2.3	51 Drs. P.G.
		18.54	18.54	23.75	2.0	32 Cecil County
		16.65	16.65	23.60	1.0	25 Cumberland
		16.65	16.65	22.72	1.0	27 Braddock Hosp
		14.87	14.93	20.73	4.0	1 Washington Co.
		14.24	14.24	20.37	1.0	17 Garrett
		12.12	12.13	18.68	2.1	37 Easton
		14.00	14.00	18.62	2.0	43 BW Medical Ctr
		12.50	12.50	17.96	0.5	2001 Kernan
		12.23	12.23	17.35	0.7	10 Dochester Hosp
		10.91	10.91	13.91	1.0	45 McCread
HUMAN RESOURCES, ASSOCIATE LEVEL		22.40	22.65	28.72	277.3	
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Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
HUMAN RESOURCES, MGMT. LEVEL	69	59.13	59.13	68.71	2.1	5050 Shady Grove
		54.80	54.80	64.45	2.1	16 Wash.Adv.
		52.21	52.21	61.50	2.0	23 A.Arundel
		52.28	52.28	61.34	1.0	28 St. Marys
		48.92	48.92	58.44	0.5	34 Harbor
		45.40	45.40	55.89	1.0	7 St.Joe
		45.42	45.42	53.45	1.7	15 Franklin Sqr.
		45.10	45.10	53.23	2.5	5 Frederic Memo.
		43.16	43.28	53.11	2.0	4 Holy Cross
		43.32	43.32	52.48	1.7	24 Union Mem.
		42.83	42.83	52.40	7.2	29 Bayview
		42.28	42.30	52.28	6.0	2 Univ. MD.
		43.74	43.74	51.77	5.0	8 Mercy
		40.38	40.38	51.58	2.0	22 Suburban
		37.64	41.82	49.38	0.9	60 Ft. Washington
		39.81	39.81	49.04	0.9	2001 Kernan
		40.87	40.87	48.72	8.9	12 Sinai Hosp.
		40.87	40.87	48.58	5.9	40 Northwest
		41.67	41.67	48.44	2.0	55 Laurel Re.
		39.17	39.17	47.64	2.0	49 Upper Chesapea
		39.43	39.43	47.44	2.6	2004 Good Sam.
		38.46	38.46	45.93	1.0	33 Carroll,
		38.82	38.83	45.72	6.8	3 P.G.Gen.
		35.79	35.94	42.91	1.0	43 BW Medical Ctr
		35.79	35.79	42.47	4.0	51 Drs. P.G.
		34.24	34.64	41.92	4.8	19 Pen.Gen.
		34.37	34.89	41.84	3.1	48 Howard
		26.61	32.37	41.47	3.0	38 MD.General
		34.36	34.36	41.27	4.0	32 Cecil County
		32.46	33.63	40.59	5.4	44 G.B.M.C
		31.20	31.20	37.87	3.0	11 St. Agnes
		29.63	29.63	37.22	0.6	9 Hopkins Hosp
		25.54	25.54	32.57	5.1	1 Washington Co.
		22.97	22.97	31.03	3.5	25 Cumberland
		22.34	22.41	30.22	5.1	37 Easton
		22.97	22.97	30.16	3.5	27 Braddock Hosp
		22.42	22.49	28.80	1.8	10 Dochester Hosp
		19.62	19.62	23.32	1.0	45 McCread
HUMAN RESOURCES, MGMT. LEVEL		38.05	38.38	46.45	116.4	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
INFO. SYSTEMS, PROF. LEVEL	13	41.84	41.84	53.33	14.0	22 Suburban
		43.42	44.57	52.51	9.4	18 Montgy. Gen.
		40.53	40.64	48.14	22.0	5050 Shady Grove
		36.79	38.94	48.02	26.1	4 Holy Cross
		36.67	37.97	46.89	27.9	29 Bayview
		37.40	39.20	46.73	36.5	8 Mercy
		37.54	39.35	46.64	5.0	60 Ft. Washington
		39.84	39.84	46.30	2.0	8992 U. MIEMSS
		37.99	37.99	45.75	3.0	30 Chester River
		36.45	36.46	44.78	26.8	24 Union Mem.
		37.06	37.06	44.59	27.0	23 A.Arundel
		36.44	36.45	44.51	18.7	34 Harbor
		38.97	38.97	44.38	7.6	54 So. MD.
		35.86	36.90	44.17	22.5	40 Northwest
		36.45	36.46	44.14	24.5	2004 Good Sam.
		36.51	36.52	43.62	30.3	15 Franklin Sqr.
		35.31	36.24	43.59	37.6	12 Sinai Hosp.
		35.42	36.62	43.38	10.4	39 Calvert Mem.
		35.78	36.01	43.10	4.6	32 Cecil County
		33.71	33.72	42.91	6.0	37 Easton
		33.99	33.88	42.49	75.5	2 Univ. MD.
		34.92	35.20	42.31	24.8	5 Frederic Memo.
		32.52	33.85	42.02	158.5	9 Hopkins Hosp
		34.37	34.57	41.89	24.9	16 Wash.Adv.
		34.51	34.51	41.78	36.3	19 Pen.Gen.
		34.49	34.49	41.54	17.1	44 G.B.M.C
		33.68	33.70	41.30	2.1	10 Dochester Hosp
		33.41	34.04	41.16	2.0	11 St. Agnes
		34.34	34.34	40.87	6.0	51 Drs. P.G.
		32.44	33.73	40.54	10.8	48 Howard
		32.07	32.53	40.49	6.8	13 Bon Secour
		30.18	33.63	40.35	9.4	43 BW Medical Ctr
		32.00	33.22	40.30	7.1	28 St. Marys
		33.33	33.33	37.94	0.2	2001 Kernan
		26.61	29.50	37.82	4.9	17 Garrett
		24.75	29.17	37.81	13.2	38 MD.General
		29.38	29.40	36.88	14.1	1 Washington Co.
		26.53	26.87	35.61	5.8	25 Cumberland
		28.03	28.03	35.19	2.9	6 Harford Memo.
		28.63	28.85	35.06	28.2	33 Carroll,
		26.54	26.89	34.78	5.8	27 Braddock Hosp
		28.66	28.67	34.10	2.0	61 Atlantic G.
		25.74	26.01	32.91	21.6	49 Upper Chesapea
		24.45	26.55	31.96	4.5	35 Civista M. C
		21.86	24.04	29.17	1.0	8994 U. UMCC
15.00	17.65	21.19	1.5	45 McCread		
INFO. SYSTEMS, PROF. LEVEL		33.10	33.88	41.19	848.7	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
INFO. SYSTEMS,STAFF LEVEL	9	28.25	28.47	37.21	13.5	22 Suburban
		26.48	28.93	35.61	15.5	16 Wash.Adv.
		28.12	29.24	35.25	11.2	18 Montgy. Gen.
		26.81	26.82	35.16	5.0	37 Easton
		26.88	27.30	34.81	21.1	29 Bayview
		25.06	27.52	34.61	19.6	4 Holy Cross
		26.75	26.76	33.55	1.7	10 Dochester Hosp
		18.71	27.11	33.47	2.0	30 Chester River
		25.05	26.29	33.14	5.6	34 Harbor
		26.66	26.88	32.33	4.2	35 Civista M. C
		24.21	26.44	32.33	12.3	5050 Shady Grove
		22.52	24.03	30.81	6.5	24 Union Mem.
		23.89	24.51	30.43	10.1	44 G.B.M.C
		22.50	24.01	30.33	6.0	2004 Good Sam.
		19.39	23.92	30.04	1.0	28 St. Marys
		20.14	24.00	30.03	11.4	23 A.Arundel
		22.49	24.14	29.97	13.3	8 Mercy
		22.49	24.00	29.77	7.2	15 Franklin Sqr.
		21.95	23.83	29.46	8.6	48 Howard
		21.21	23.30	29.18	7.9	5 Frederic Memo.
		21.85	22.76	28.43	12.7	32 Cecil County
		18.79	20.18	27.56	6.9	38 MD.General
		21.18	21.19	27.51	3.2	49 Upper Chesapea
		20.80	21.32	27.48	3.0	13 Bon Secour
		18.07	20.98	27.37	81.9	9 Hopkins Hosp
		20.43	21.42	27.22	13.0	19 Pen.Gen.
		19.66	21.74	26.94	2.1	51 Drs. P.G.
		20.32	20.32	26.86	1.4	2001 Kernan
		20.56	21.11	26.81	29.6	12 Sinai Hosp.
		17.74	19.78	26.14	8.3	1 Washington Co.
		19.89	20.61	26.10	14.9	40 Northwest
		20.61	20.76	25.72	3.0	39 Calvert Mem.
		18.87	19.42	25.69	35.0	2 Univ. MD.
		19.46	21.13	24.99	7.7	54 So. MD.
		17.98	18.03	22.48	1.7	3 P.G.Gen.
		16.52	17.67	21.69	1.4	55 Laurel Re.
		14.46	14.92	21.57	4.7	25 Cumberland
		14.46	14.92	20.69	4.7	27 Braddock Hosp
		11.16	11.87	16.26	26.8	43 BW Medical Ctr
INFO. SYSTEMS,STAFF LEVEL		21.34	22.76	28.85	445.5	
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Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
IP/OP ADM & REGISTRATION CLERK	1	16.46	17.39	23.84	33.3	22 Suburban
		15.93	15.94	21.88	13.2	2001 Kernan
		14.34	14.92	21.82	49.4	37 Easton
		15.61	15.92	21.62	132.8	2 Univ. MD.
		15.34	16.00	21.18	55.0	16 Wash.Adv.
		14.38	15.46	21.08	386.0	9 Hopkins Hosp
		15.42	16.25	20.98	66.7	5050 Shady Grove
		14.45	15.99	20.83	44.0	43 BW Medical Ctr
		14.76	15.69	20.76	69.9	23 A.Arundel
		13.89	14.87	20.73	159.3	29 Bayview
		14.14	14.96	20.62	39.2	24 Union Mem.
		15.23	15.66	20.60	25.4	40 Northwest
		12.89	14.74	20.52	37.8	1 Washington Co.
		14.61	15.61	20.49	39.8	8 Mercy
		13.99	15.42	20.41	62.7	4 Holy Cross
		14.85	15.98	20.34	18.6	18 Montgy. Gen.
		14.15	15.66	20.31	49.9	48 Howard
		14.81	15.07	20.23	23.2	13 Bon Secour
		13.93	14.87	20.19	41.5	2004 Good Sam.
		13.07	15.20	19.87	17.4	60 Ft. Washington
		14.24	15.03	19.86	65.5	15 Franklin Sqr.
		13.69	14.59	19.75	22.7	28 St. Marys
		14.35	15.54	19.70	31.5	3 P.G.Gen.
		15.54	15.69	19.68	8.7	8994 U. UMCC
		14.37	15.15	19.65	26.2	51 Drs. P.G.
		15.20	15.84	19.64	12.5	55 Laurel Re.
		13.65	14.54	19.62	31.3	7 St.Joe
		13.80	14.61	19.60	50.9	5 Frederic Memo.
		13.33	14.08	19.49	28.0	34 Harbor
		13.56	14.46	19.44	102.1	12 Sinai Hosp.
		11.76	13.02	19.38	40.2	38 MD.General
		14.13	14.57	19.36	40.5	32 Cecil County
		15.36	15.36	19.28	1.1	8992 U. MIEMSS
		12.44	12.94	19.23	15.2	25 Cumberland
		13.32	13.83	19.14	16.3	10 Dochester Hosp
		14.00	14.56	18.89	30.9	33 Carroll,
		13.07	14.10	18.86	73.9	44 G.B.M.C
		13.19	13.70	18.64	57.6	19 Pen.Gen.
		13.11	13.11	18.45	37.3	49 Upper Chesapea
		13.13	14.25	18.31	76.6	11 St. Agnes
		12.55	13.50	17.66	23.4	35 Civista M. C
		11.56	12.43	17.62	13.5	6 Harford Memo.
		13.47	14.23	17.49	43.4	54 So. MD.
		12.23	12.76	17.27	17.3	30 Chester River
		11.80	13.07	17.17	15.3	39 Calvert Mem.
10.70	11.32	17.03	13.0	17 Garrett		
11.36	11.73	16.93	20.0	27 Braddock Hosp		
12.05	12.68	16.89	35.3	61 Atlantic G.		
8.09	8.84	11.67	5.7	45 McCread		
IP/OP ADM & REGISTRATION CLERK		13.70	14.51	19.47	2,320.5	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LABORATORY ASST.	14	37.94	37.94	45.57	1.0	23 A.Arundel
		14.91	22.04	29.68	4.4	38 MD.General
		17.80	18.56	23.42	2.7	33 Carroll,
		17.35	19.03	23.20	8.4	55 Laurel Re.
		15.76	17.11	22.38	12.6	4 Holy Cross
		15.93	16.35	22.04	0.7	6 Harford Memo.
		15.58	17.34	21.70	10.4	3 P.G.Gen.
		14.93	15.72	21.47	16.9	24 Union Mem.
		15.44	15.44	21.37	0.7	29 Bayview
		15.08	16.08	21.03	4.3	32 Cecil County
		14.92	15.34	20.96	1.9	9 Hopkins Hosp
		15.17	15.70	20.59	12.7	8 Mercy
		12.92	13.68	20.42	13.9	37 Easton
		13.40	15.06	20.40	17.3	2004 Good Sam.
		13.99	15.48	20.36	30.3	15 Franklin Sqr.
		12.89	14.63	20.10	21.4	34 Harbor
		14.54	14.54	20.06	1.1	49 Upper Chesapea
		13.73	14.97	19.83	13.4	44 G.B.M.C
		13.33	14.80	19.65	7.1	40 Northwest
		12.83	15.38	19.62	18.3	11 St. Agnes
		13.95	14.04	19.37	4.7	10 Dochester Hosp
		13.81	13.81	19.17	1.2	2 Univ. MD.
		12.97	13.86	18.77	7.7	5 Frederic Memo.
		11.93	12.22	18.39	5.1	25 Cumberland
		12.96	13.35	18.23	1.5	13 Bon Secour
		13.25	13.41	17.68	2.8	61 Atlantic G.
		11.93	12.22	17.50	7.7	27 Braddock Hosp
		11.90	12.51	16.73	1.1	51 Drs. P.G.
		11.33	11.43	15.39	3.0	35 Civista M. C
LABORATORY ASST.		14.91	15.93	21.21	234.3	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LABORATORY TECH. I	15	27.64	28.74	35.14	8.7	44 G.B.M.C
		23.82	25.51	31.36	8.4	43 BW Medical Ctr
		23.50	23.50	30.02	2.3	34 Harbor
		20.20	22.61	28.84	7.8	4 Holy Cross
		22.26	23.27	28.33	7.7	3 P.G.Gen.
		21.75	21.86	28.11	2.2	13 Bon Secour
		16.93	20.10	27.46	2.7	38 MD.General
		20.51	22.05	27.27	2.2	51 Drs. P.G.
		21.73	21.81	26.90	2.5	39 Calvert Mem.
		20.35	22.15	26.68	3.8	55 Laurel Re.
		19.17	19.90	25.77	3.1	2004 Good Sam.
		17.19	18.33	25.58	11.3	25 Cumberland
		17.87	19.81	25.14	1.2	15 Franklin Sqr.
		17.92	18.93	25.08	9.1	24 Union Mem.
		17.18	18.32	24.69	16.9	27 Braddock Hosp
		18.52	18.52	23.25	2.0	11 St. Agnes
		13.41	16.77	22.58	45.7	9 Hopkins Hosp
		14.75	15.45	20.69	6.9	7 St.Joe
		17.09	17.09	20.58	0.9	45 McCread
		14.36	15.53	20.58	8.4	23 A.Arundel
		14.93	14.96	20.50	9.2	2 Univ. MD.
		14.42	15.50	20.42	6.4	40 Northwest
		14.83	14.97	19.27	1.0	35 Civista M. C
14.04	14.05	19.02	0.6	19 Pen.Gen.		
LABORATORY TECH. I		12.96	12.96	16.63	2.0	8992 U. MIEMSS
		18.29	19.31	24.80	173.0	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LABORATORY TECH. II	16	37.18	37.49	45.93	1.3	24 Union Mem.
		35.94	35.94	43.93	1.0	34 Harbor
		33.88	33.88	40.69	1.0	15 Franklin Sqr.
		32.64	32.64	40.61	1.9	13 Bon Secour
		32.42	32.87	39.74	11.2	44 G.B.M.C
		25.57	26.19	34.46	3.1	37 Easton
		26.16	27.60	33.67	5.1	43 BW Medical Ctr
		21.19	25.20	33.27	12.5	22 Suburban
		26.28	27.06	33.10	14.8	11 St. Agnes
		24.88	26.23	32.27	7.7	32 Cecil County
		22.45	24.25	32.20	6.0	38 MD.General
		25.30	25.30	32.11	5.8	49 Upper Chesapea
		24.50	24.85	32.00	13.4	2 Univ. MD.
		24.34	25.55	31.14	3.8	51 Drs. P.G.
		22.83	23.60	30.27	16.1	7 St.Joe
		23.35	24.24	30.09	5.4	8 Mercy
		23.00	23.00	29.53	1.0	6 Harford Memo.
		23.55	23.63	29.15	2.0	33 Carroll,
		23.03	24.76	28.94	12.9	54 So. MD.
		20.92	21.14	28.87	1.6	25 Cumberland
		22.33	23.60	28.70	1.6	3 P.G.Gen.
		21.25	22.78	28.61	10.8	5 Frederic Memo.
		21.48	22.67	28.54	12.6	23 A.Arundel
		20.32	22.03	28.16	5.8	4 Holy Cross
		20.20	21.04	28.15	6.2	17 Garrett
		20.96	21.18	28.06	2.4	27 Braddock Hosp
		20.63	22.02	27.90	13.7	19 Pen.Gen.
		21.63	22.77	27.76	11.3	61 Atlantic G.
		18.62	21.50	26.85	2.2	60 Ft. Washington
		20.96	21.04	26.62	1.5	30 Chester River
		20.62	21.44	25.28	6.0	45 McCread
		17.75	18.71	24.29	3.1	28 St. Marys
		14.83	17.70	23.64	168.3	9 Hopkins Hosp
16.91	17.88	23.07	0.9	40 Northwest		
16.50	16.50	21.25	0.0	48 Howard		
13.47	15.76	20.89	15.7	12 Sinai Hosp.		
13.57	13.57	19.25	0.1	29 Bayview		
LABORATORY TECH. II		23.01	23.99	30.24	389.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
LICENSED PRACTICAL NURSE	18	31.94	36.52	43.99	15.7	23 A.Arundel
		28.26	30.96	37.60	6.0	11 St. Agnes
		24.25	28.19	35.48	42.1	24 Union Mem.
		25.76	28.29	34.51	7.6	15 Franklin Sqr.
		22.03	28.48	34.39	24.2	51 Drs. P.G.
		23.63	27.66	34.38	28.1	2004 Good Sam.
		23.82	27.41	33.89	2.5	28 St. Marys
		21.80	25.81	33.11	21.1	29 Bayview
		23.44	25.89	32.70	12.8	34 Harbor
		22.06	25.60	32.62	5.3	7 St.Joe
		23.50	26.19	32.29	2.6	40 Northwest
		24.61	26.27	32.14	24.3	33 Carroll,
		20.68	25.13	31.80	14.6	4 Holy Cross
		23.55	25.37	31.63	6.1	16 Wash.Adv.
		23.18	25.84	31.20	20.6	3 P.G.Gen.
		21.08	25.29	31.09	7.1	48 Howard
		23.39	24.96	30.94	5.6	44 G.B.M.C
		20.62	24.85	30.75	16.4	32 Cecil County
		22.18	24.82	30.60	14.8	43 BW Medical Ctr
		20.82	22.98	30.59	0.6	22 Suburban
		19.21	22.71	30.44	13.5	38 MD.General
		21.42	23.64	30.40	22.3	9 Hopkins Hosp
		22.63	24.37	30.37	2.0	5 Frederic Memo.
		22.40	24.35	30.36	24.0	30 Chester River
		22.53	24.17	30.20	11.4	12 Sinai Hosp.
		19.86	21.90	29.65	1.7	37 Easton
		20.68	23.06	29.04	43.3	19 Pen.Gen.
		20.02	22.29	28.73	8.6	6 Harford Memo.
		18.03	22.06	28.69	33.8	1 Washington Co.
		22.39	23.95	28.69	2.1	55 Laurel Re.
		20.30	23.33	28.61	5.6	18 Montgy. Gen.
		21.68	24.39	28.52	38.8	54 So. MD.
		21.70	22.02	28.43	6.0	49 Upper Chesapea
		19.16	20.75	28.41	5.4	25 Cumberland
		19.68	21.80	28.02	4.1	10 Dochester Hosp
		19.02	20.40	27.14	6.6	27 Braddock Hosp
		20.06	21.58	26.52	4.5	35 Civista M. C
		18.05	18.95	25.75	4.9	17 Garrett
		19.83	21.47	25.31	6.2	45 McCread
		14.89	15.60	20.03	1.4	61 Atlantic G.
LICENSED PRACTICAL NURSE		21.85	24.48	30.73	524.5	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MAIL CLERK	19	14.61	15.85	20.90	1.0	4 Holy Cross
		14.37	14.37	20.16	4.0	29 Bayview
		13.50	13.50	19.93	1.0	38 MD.General
		11.73	14.09	19.48	2.5	6 Harford Memo.
		13.86	13.89	18.82	0.8	16 Wash.Adv.
		13.28	13.30	18.63	15.0	9 Hopkins Hosp
		11.98	12.04	18.59	0.6	37 Easton
		12.87	12.87	18.43	3.0	1 Washington Co.
		12.33	12.80	18.19	3.8	24 Union Mem.
		13.60	13.60	18.04	2.8	5050 Shady Grove
		12.57	12.84	17.94	6.2	2004 Good Sam.
		12.23	12.60	17.76	6.5	2 Univ. MD.
		12.92	12.92	17.73	1.0	13 Bon Secour
		13.05	13.05	17.68	0.6	32 Cecil County
		12.10	12.74	17.54	9.9	5 Frederic Memo.
		13.21	13.26	17.42	3.8	33 Carroll,
		12.37	12.48	17.17	1.0	23 A.Arundel
		11.83	11.89	16.97	0.2	10 Dochester Hosp
		10.51	11.00	16.96	2.0	25 Cumberland
		12.32	12.39	16.91	2.8	8 Mercy
		11.91	12.05	16.56	1.0	15 Franklin Sqr.
		11.45	11.45	16.55	1.0	34 Harbor
		11.58	11.60	16.44	2.0	28 St. Marys
		11.29	11.29	16.42	1.3	49 Upper Chesapea
		11.89	11.89	16.28	1.0	43 BW Medical Ctr
		12.15	12.15	16.14	0.9	39 Calvert Mem.
		10.52	11.02	16.09	2.0	27 Braddock Hosp
		11.20	11.29	15.92	3.3	12 Sinai Hosp.
		11.00	11.00	15.63	2.4	19 Pen.Gen.
		11.60	11.64	14.96	1.0	55 Laurel Re.
		11.24	11.28	14.89	2.4	11 St. Agnes
		10.10	10.48	14.86	4.1	40 Northwest
10.66	10.66	14.68	0.7	51 Drs. P.G.		
9.30	9.30	13.25	0.9	61 Atlantic G.		
8.43	8.45	12.13	1.0	35 Civista M. C		
13.69	5.77	9.25	1.0	48 Howard		
MAIL CLERK		12.03	12.02	16.81	94.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MAINTENANCE MECHANIC I	20	16.56	25.95	31.78	6.3	5050 Shady Grove
		20.72	21.00	27.52	9.5	2 Univ. MD.
		17.24	21.32	26.72	3.0	43 BW Medical Ctr
		18.54	18.69	25.41	2.0	22 Suburban
		15.01	19.83	24.67	1.2	18 Montgy. Gen.
		16.91	18.62	24.57	12.0	34 Harbor
		17.31	18.32	24.40	7.5	24 Union Mem.
		17.09	18.91	24.21	1.3	40 Northwest
		18.23	18.67	24.16	3.6	16 Wash.Adv.
		16.90	16.90	23.81	2.5	38 MD.General
		17.55	18.59	23.79	19.3	15 Franklin Sqr.
		17.38	17.73	23.36	9.7	2004 Good Sam.
		14.80	18.63	23.30	2.3	61 Atlantic G.
		16.76	18.03	23.19	3.4	32 Cecil County
		15.84	17.44	22.72	12.8	5 Frederic Memo.
		17.55	17.55	22.65	1.0	8 Mercy
		16.77	17.72	22.62	2.9	48 Howard
		16.41	16.41	22.46	6.0	29 Bayview
		16.68	16.70	22.12	1.0	13 Bon Secour
		15.69	15.69	21.59	1.2	2001 Kernan
		15.10	16.28	21.28	5.4	44 G.B.M.C
		15.24	15.61	21.20	1.1	6 Harford Memo.
		15.51	15.71	20.74	2.0	4 Holy Cross
		15.79	16.26	20.63	11.5	11 St. Agnes
		14.00	14.89	19.92	21.7	12 Sinai Hosp.
		13.06	13.14	19.82	5.4	37 Easton
		12.69	13.78	19.44	8.6	1 Washington Co.
		14.22	14.93	19.24	1.6	39 Calvert Mem.
		11.75	13.31	18.65	9.1	9 Hopkins Hosp
		12.17	12.27	18.45	6.8	25 Cumberland
		13.92	14.12	18.39	2.2	33 Carroll,
		12.19	13.19	18.07	4.9	19 Pen.Gen.
		11.50	11.86	17.06	1.1	49 Upper Chesapea
11.76	11.87	16.95	1.0	10 Dochester Hosp		
11.31	11.41	16.55	4.9	27 Braddock Hosp		
10.29	12.87	16.03	1.5	45 McCread		
10.20	10.21	14.64	1.0	23 A.Arundel		
10.37	10.41	14.41	1.0	51 Drs. P.G.		
MAINTENANCE MECHANIC I		15.03	16.18	21.49	199.0	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MAINTENANCE MECHANIC II	21	28.35	35.25	42.65	7.8	16 Wash.Adv.
		28.70	29.75	37.70	28.8	2 Univ. MD.
		24.36	26.02	33.05	15.8	24 Union Mem.
		23.29	26.68	32.37	9.2	18 Montgy. Gen.
		21.89	25.29	32.02	15.6	34 Harbor
		23.21	25.36	31.82	14.4	2004 Good Sam.
		22.15	25.32	31.08	13.3	5050 Shady Grove
		19.38	23.99	31.05	44.4	29 Bayview
		23.60	24.62	30.71	23.5	23 A.Arundel
		21.47	22.59	30.13	7.9	22 Suburban
		21.79	23.26	30.03	27.5	1 Washington Co.
		23.33	24.44	29.92	5.5	51 Drs. P.G.
		23.05	24.04	29.84	7.9	32 Cecil County
		22.47	23.92	29.68	14.4	15 Franklin Sqr.
		22.73	24.08	29.24	23.5	3 P.G.Gen.
		8.03	23.59	29.17	3.8	60 Ft. Washington
		23.19	23.61	29.12	9.1	11 St. Agnes
		23.16	24.18	28.94	3.2	55 Laurel Re.
		22.17	23.06	28.77	19.6	8 Mercy
		20.06	22.77	28.77	6.2	28 St. Marys
		21.20	22.69	28.18	9.8	48 Howard
		21.65	22.37	28.16	9.2	5 Frederic Memo.
		19.14	21.64	28.12	152.5	9 Hopkins Hosp
		19.80	20.48	28.06	6.8	37 Easton
		20.39	21.52	27.71	8.8	13 Bon Secour
		20.71	21.40	27.69	16.8	7 St.Joe
		20.63	22.01	27.65	14.4	40 Northwest
		21.01	21.01	27.64	4.6	2001 Kernan
		20.19	21.53	27.58	13.7	4 Holy Cross
		19.37	21.78	26.69	2.4	61 Atlantic G.
		19.84	21.18	26.57	14.0	43 BW Medical Ctr
		19.46	20.39	26.02	32.2	12 Sinai Hosp.
		19.32	20.57	25.69	4.5	33 Carroll,
		19.38	20.47	25.40	6.1	39 Calvert Mem.
		16.65	19.81	25.23	5.6	30 Chester River
		11.17	18.48	25.22	7.9	17 Garrett
		18.07	19.36	24.71	11.6	44 G.B.M.C
		19.43	20.87	24.70	7.5	54 So. MD.
		17.44	18.99	24.52	15.0	19 Pen.Gen.
		15.70	16.76	23.65	11.9	38 MD.General
16.30	16.40	23.30	6.3	25 Cumberland		
16.77	18.06	22.66	4.0	35 Civista M. C		
16.33	16.62	22.39	7.1	49 Upper Chesapea		
15.70	16.60	22.31	7.2	6 Harford Memo.		
16.52	18.60	22.22	1.2	45 McCreed		
15.29	15.42	21.27	10.2	27 Braddock Hosp		
14.99	15.04	20.49	4.0	10 Dochester Hosp		
MAINTENANCE MECHANIC II		19.98	21.95	27.87	696.4	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MATERIALS HANDLER, OPERATIONS LEVEL	45	15.81	17.08	23.47	28.7	22 Suburban
		17.14	17.31	21.28	3.1	55 Laurel Re.
		14.19	15.15	20.68	5.1	6 Harford Memo.
		13.74	14.90	20.55	43.4	24 Union Mem.
		13.61	15.35	20.37	28.9	23 A.Arundel
		14.36	14.53	20.00	23.6	2 Univ. MD.
		12.50	13.40	19.81	13.2	38 MD.General
		13.29	14.91	19.80	43.0	4 Holy Cross
		13.72	14.31	19.43	5.5	28 St. Marys
		12.94	13.88	19.27	37.3	34 Harbor
		13.80	14.44	19.19	14.8	8 Mercy
		13.01	14.63	19.16	28.5	48 Howard
		12.12	13.70	19.08	118.1	9 Hopkins Hosp
		11.95	13.41	19.06	37.8	29 Bayview
		11.75	13.31	18.92	47.2	1 Washington Co.
		13.90	13.92	18.89	5.0	13 Bon Secour
		11.90	12.25	18.82	11.0	37 Easton
		12.76	13.43	18.30	27.4	5 Frederic Memo.
		13.43	13.64	18.26	1.8	30 Chester River
		13.34	14.13	18.25	12.5	18 Montgy. Gen.
		13.40	13.76	18.22	14.0	5050 Shady Grove
		12.67	12.67	17.97	6.8	49 Upper Chesapea
		12.20	13.05	17.89	11.7	16 Wash.Adv.
		11.40	11.73	17.82	16.1	25 Cumberland
		12.03	13.19	17.72	16.3	43 BW Medical Ctr
		12.10	12.98	17.59	65.7	15 Franklin Sqr.
		13.27	13.63	17.56	13.4	3 P.G.Gen.
		12.31	12.38	17.52	3.2	10 Dochester Hosp
		12.97	13.37	17.51	4.4	39 Calvert Mem.
		11.70	12.40	17.45	53.1	2004 Good Sam.
		12.76	13.00	17.13	26.9	33 Carroll,
		11.08	11.71	16.91	9.8	27 Braddock Hosp
		11.24	12.13	16.89	43.9	19 Pen.Gen.
		12.24	12.31	16.85	10.1	32 Cecil County
		11.72	12.53	16.75	16.0	51 Drs. P.G.
		10.73	11.07	16.74	4.8	17 Garrett
		11.41	12.13	16.67	18.6	44 G.B.M.C
		11.35	12.03	16.57	41.6	40 Northwest
		11.89	12.26	16.31	11.4	35 Civista M. C
		10.93	11.58	16.25	58.1	12 Sinai Hosp.
		12.58	12.77	15.90	5.9	54 So. MD.
		7.39	10.47	14.63	2.3	60 Ft. Washington
		10.18	10.28	13.73	26.5	11 St. Agnes
		9.07	10.27	13.22	2.9	45 McCread
MATERIALS HANDLER, OPERATIONS LEVEL		12.45	13.21	18.05	1,018.9	
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Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
MATERIALS HANDLER, PROF. LEVEL	47	30.73	30.73	37.56	1.0	28 St. Marys
		26.69	28.04	35.21	5.0	4 Holy Cross
		27.90	28.32	34.63	9.0	8 Mercy
		26.09	26.31	34.61	6.6	22 Suburban
		28.11	28.13	34.34	8.6	15 Franklin Sqr.
		27.88	27.88	34.10	5.0	32 Cecil County
		25.59	26.29	33.14	7.5	34 Harbor
		25.36	25.37	32.32	6.5	24 Union Mem.
		25.25	25.25	31.01	4.5	5050 Shady Grove
		25.28	25.28	30.80	1.9	18 Montgy. Gen.
		24.13	24.22	30.56	7.3	2004 Good Sam.
		23.12	23.27	30.16	20.3	2 Univ. MD.
		19.44	22.15	29.80	5.0	38 MD.General
		21.84	22.25	28.81	12.2	9 Hopkins Hosp
		22.05	23.01	28.54	5.8	48 Howard
		22.20	22.35	28.27	4.4	16 Wash.Adv.
		20.44	21.26	27.96	13.5	29 Bayview
		21.83	21.83	27.45	5.0	44 G.B.M.C
		20.91	20.91	27.19	2.0	49 Upper Chesapea
		20.52	21.16	26.71	7.1	40 Northwest
		18.28	20.74	26.39	22.3	23 A.Arundel
		19.37	19.73	26.08	6.6	1 Washington Co.
		19.71	19.84	25.97	5.0	6 Harford Memo.
		20.68	20.77	25.86	5.2	51 Drs. P.G.
		20.60	20.74	25.51	2.5	3 P.G.Gen.
		17.90	18.10	25.38	4.3	37 Easton
		19.04	20.36	25.28	4.2	39 Calvert Mem.
		18.93	19.04	24.58	15.3	19 Pen.Gen.
		18.70	18.75	24.17	4.0	5 Frederic Memo.
		20.32	20.32	24.11	3.0	54 So. MD.
		17.92	18.47	23.89	6.6	12 Sinai Hosp.
		18.38	18.49	23.59	5.6	43 BW Medical Ctr
		17.92	17.92	23.54	3.0	13 Bon Secour
		18.21	18.77	23.53	7.2	11 St. Agnes
		18.30	18.34	22.97	2.0	35 Civista M. C
		14.43	17.13	22.01	3.5	60 Ft. Washington
		15.09	15.09	21.77	1.5	25 Cumberland
		15.96	16.18	21.75	1.1	10 Dochester Hosp
		15.13	15.13	20.93	1.5	27 Braddock Hosp
		17.17	17.17	20.67	1.0	45 McCread
		14.21	14.55	18.91	2.1	61 Atlantic G.
		12.94	12.94	18.46	5.4	2001 Kernan
		12.14	12.14	16.15	2.0	33 Carroll,
MATERIALS HANDLER, PROF. LEVEL		20.62	21.04	26.85	252.9	
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Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MDCL. RCDS. & CODING CLERK	22	20.90	25.81	31.63	2.0	60 Ft. Washington
		17.59	22.53	28.75	15.2	4 Holy Cross
		18.45	18.47	24.75	6.2	2001 Kernan
		16.44	16.61	23.71	20.3	37 Easton
		16.25	17.36	23.44	29.2	1 Washington Co.
		16.38	17.50	22.60	29.7	8 Mercy
		17.57	17.85	22.45	15.1	18 Montgy. Gen.
		16.56	17.06	22.33	5.1	12 Sinai Hosp.
		16.27	16.48	22.09	8.0	10 Dochester Hosp
		15.49	16.22	21.43	12.4	16 Wash.Adv.
		14.65	15.25	21.27	15.2	22 Suburban
		15.61	15.83	21.11	11.2	28 St. Marys
		15.20	15.69	20.63	11.2	44 G.B.M.C
		14.71	14.97	20.05	19.6	19 Pen.Gen.
		14.65	15.06	19.67	11.2	5050 Shady Grove
		12.83	13.26	19.65	9.1	38 MD.General
		12.68	14.04	19.47	85.6	9 Hopkins Hosp
		14.37	14.67	19.47	10.0	32 Cecil County
		12.41	13.61	19.30	33.7	29 Bayview
		13.29	14.61	19.29	27.4	43 BW Medical Ctr
		13.82	14.36	19.27	19.9	23 A.Arundel
		12.63	13.35	18.81	24.8	24 Union Mem.
		12.78	13.37	18.69	9.5	34 Harbor
		12.68	13.57	18.46	16.7	5 Frederic Memo.
		13.10	13.12	18.36	35.0	2 Univ. MD.
		13.69	13.69	18.32	4.7	30 Chester River
		13.50	14.08	18.30	15.4	35 Civista M. C
		12.82	13.79	18.22	16.4	48 Howard
		13.02	14.20	18.19	7.9	3 P.G.Gen.
		14.04	14.85	18.16	8.5	54 So. MD.
		12.27	12.92	18.02	14.9	2004 Good Sam.
		12.64	12.66	17.95	3.0	49 Upper Chesapea
		13.48	13.66	17.88	9.7	33 Carroll,
		13.44	13.70	17.87	12.9	39 Calvert Mem.
		12.87	13.12	17.79	11.6	40 Northwest
		12.40	12.91	17.70	19.2	7 St.Joe
		12.59	12.89	17.70	15.0	13 Bon Secour
		11.35	11.58	17.63	11.7	25 Cumberland
		12.15	12.15	17.30	1.4	6 Harford Memo.
		11.68	11.84	17.07	10.4	27 Braddock Hosp
		11.65	12.36	16.91	28.2	15 Franklin Sqr.
		12.79	13.35	16.86	6.1	55 Laurel Re.
		12.28	12.49	16.71	8.9	51 Drs. P.G.
		11.30	12.12	15.85	17.3	11 St. Agnes
		12.08	12.08	15.59	2.2	8994 U. UMCC
9.54	9.82	15.31	3.9	17 Garrett		
10.06	10.10	13.04	2.0	45 McCread		
MDCL. RCDS. & CODING CLERK		13.81	14.49	19.47	714.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

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	27.36	32.38	41.48	22.6	38 MD.General
		29.66	30.66	38.75	161.7	2 Univ. MD.
		28.09	30.73	38.33	47.0	24 Union Mem.
		28.31	29.31	37.96	35.1	37 Easton
		28.32	30.27	37.59	25.1	34 Harbor
		28.01	30.05	37.03	37.8	2004 Good Sam.
		25.98	28.25	36.94	28.6	22 Suburban
		26.05	29.42	36.84	51.7	4 Holy Cross
		26.88	30.03	36.53	44.4	8 Mercy
		28.66	29.91	36.31	46.9	15 Franklin Sqr.
		26.93	28.53	36.07	46.2	7 St.Joe
		27.60	28.97	36.02	13.1	10 Dochester Hosp
		28.03	30.06	36.00	2.6	8994 U. UMCC
		28.10	30.07	35.51	12.0	55 Laurel Re.
		26.53	28.83	35.46	13.1	28 St. Marys
		29.38	29.99	35.43	12.3	8992 U. MIEMSS
		25.45	28.96	35.29	49.1	11 St. Agnes
		27.95	28.11	35.26	28.2	49 Upper Chesapea
		26.90	29.32	35.25	21.7	39 Calvert Mem.
		24.26	27.77	35.10	352.4	9 Hopkins Hosp
		26.34	27.91	35.06	23.8	6 Harford Memo.
		27.12	28.74	35.05	13.5	32 Cecil County
		27.96	29.27	35.04	32.0	3 P.G.Gen.
		26.68	28.65	35.02	31.7	40 Northwest
		27.55	27.68	34.86	13.1	13 Bon Secour
		25.99	28.18	34.52	50.5	44 G.B.M.C
		26.53	28.42	34.33	22.0	18 Montgy. Gen.
		28.11	28.12	34.23	21.3	33 Carroll,
		25.36	27.40	33.82	32.6	23 A.Arundel
		25.70	27.09	33.44	12.8	30 Chester River
		25.44	27.08	33.43	73.8	12 Sinai Hosp.
		25.84	26.93	33.35	38.5	19 Pen.Gen.
		25.15	27.25	33.29	17.3	43 BW Medical Ctr
		25.57	27.46	33.26	17.1	51 Drs. P.G.
		24.49	26.63	32.87	18.9	5 Frederic Memo.
		23.35	24.65	31.80	0.2	29 Bayview
		22.60	25.93	31.77	8.4	60 Ft. Washington
		24.35	25.49	30.80	19.2	35 Civista M. C
		23.00	24.33	30.02	0.1	48 Howard
		24.46	25.53	29.77	25.0	54 So. MD.
		21.70	22.15	29.42	6.9	17 Garrett
		20.77	21.56	29.36	10.4	25 Cumberland
		20.79	21.57	28.52	15.6	27 Braddock Hosp
MDCL. TECHNOLOGIST (A.S.C.P)		26.12	27.90	34.56	1,556.5	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MDCL. TRANSCRIPTIONIST	28	20.56	22.59	28.05	5.9	5050 Shady Grove
		21.13	21.42	26.46	4.3	18 Montgy. Gen.
		19.77	20.32	26.00	5.0	16 Wash.Adv.
		19.06	20.23	25.62	3.8	32 Cecil County
		16.25	20.15	25.43	16.7	43 BW Medical Ctr
		19.09	19.20	25.28	1.0	49 Upper Chesapea
		19.62	20.21	25.24	6.4	51 Drs. P.G.
		18.29	18.92	25.18	14.3	1 Washington Co.
		18.30	19.73	25.12	6.2	40 Northwest
		18.76	18.83	24.79	8.9	34 Harbor
		17.87	19.64	24.77	5.6	48 Howard
		16.44	19.42	24.72	14.5	8 Mercy
		18.13	18.37	24.45	20.0	24 Union Mem.
		19.08	19.12	24.44	8.0	44 G.B.M.C
		17.87	18.65	24.20	8.3	4 Holy Cross
		19.41	20.22	23.99	9.7	54 So. MD.
		17.97	18.28	23.97	10.4	2004 Good Sam.
		19.00	19.00	23.92	3.1	33 Carroll,
		18.47	18.55	23.75	13.0	15 Franklin Sqr.
		15.58	17.61	23.53	13.6	9 Hopkins Hosp
		17.54	17.74	23.33	2.6	13 Bon Secour
		14.81	16.17	23.21	0.5	37 Easton
		17.31	17.31	23.12	1.6	6 Harford Memo.
		16.08	17.44	23.03	12.8	7 St.Joe
		14.47	17.69	23.00	30.9	5 Frederic Memo.
		16.80	17.39	22.83	6.2	28 St. Marys
		15.43	16.71	22.81	0.3	29 Bayview
		16.53	17.29	22.58	4.7	12 Sinai Hosp.
		3.64	17.06	22.28	26.4	23 A.Arundel
		17.21	17.43	21.81	1.6	3 P.G.Gen.
		16.73	16.78	21.30	1.4	39 Calvert Mem.
		16.59	16.75	21.19	13.1	11 St. Agnes
		16.04	16.71	21.19	6.9	35 Civista M. C
		15.61	16.56	21.06	2.8	61 Atlantic G.
		14.24	14.35	20.90	9.8	25 Cumberland
		16.56	16.56	20.61	0.4	8992 U. MIEMSS
		14.56	14.59	20.06	3.5	2 Univ. MD.
		14.96	14.96	19.76	1.0	30 Chester River
		13.66	13.86	19.43	15.7	27 Braddock Hosp
		12.97	13.27	19.26	3.0	17 Garrett
13.28	12.78	17.62	31.4	19 Pen.Gen.		
14.28	14.28	17.55	0.8	45 McCread		
12.81	12.89	16.35	1.9	55 Laurel Re.		
MDCL. TRANSCRIPTIONIST		16.58	17.61	22.86	357.9	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MEDICAL RECORDS TECHNICIAN ART	23	31.73	31.73	37.36	2.0	55 Laurel Re.
		28.19	29.17	35.86	4.7	16 Wash.Adv.
		18.92	28.38	35.62	10.5	4 Holy Cross
		28.18	28.55	34.91	7.8	40 Northwest
		28.49	28.49	33.77	1.0	8992 U. MIEMSS
		26.03	26.42	33.49	13.9	24 Union Mem.
		24.82	26.84	33.19	16.2	23 A.Arundel
		24.94	25.00	33.03	8.1	22 Suburban
		25.61	26.21	32.76	12.7	2004 Good Sam.
		25.42	26.66	32.57	4.0	5050 Shady Grove
		26.00	26.00	32.32	0.9	19 Pen.Gen.
		26.72	26.72	32.15	1.0	35 Civista M. C
		24.65	24.91	32.06	26.0	2 Univ. MD.
		25.08	25.22	32.01	3.0	13 Bon Secour
		23.02	24.73	31.89	10.2	29 Bayview
		24.94	25.49	31.68	8.1	12 Sinai Hosp.
		23.15	25.55	31.40	7.1	43 BW Medical Ctr
		24.86	24.98	30.88	6.1	32 Cecil County
		23.66	25.00	30.88	18.3	15 Franklin Sqr.
		23.33	23.33	30.28	4.3	2001 Kernan
		21.80	22.65	29.28	28.3	9 Hopkins Hosp
		21.89	23.53	29.12	11.1	48 Howard
		21.08	22.16	28.52	6.2	34 Harbor
		21.08	21.57	27.88	16.4	7 St.Joe
		23.04	23.39	27.44	1.8	54 So. MD.
		16.27	19.87	27.20	14.4	38 MD.General
		19.85	21.32	27.00	11.1	5 Frederic Memo.
		20.34	21.35	26.87	7.2	8 Mercy
		20.88	21.01	26.18	7.2	33 Carroll,
		21.19	21.19	25.93	2.0	8994 U. UMCC
		20.17	20.17	25.64	2.8	30 Chester River
		20.08	20.26	25.29	5.1	51 Drs. P.G.
		17.82	17.82	24.98	5.5	25 Cumberland
		18.79	19.01	24.63	1.0	28 St. Marys
		18.85	19.45	24.31	18.1	11 St. Agnes
		18.79	18.84	24.13	10.4	44 G.B.M.C
		18.30	18.34	22.98	3.0	61 Atlantic G.
		16.65	16.65	22.72	6.0	27 Braddock Hosp
		16.59	16.59	22.35	22.3	49 Upper Chesapea
		17.23	17.58	21.98	19.2	3 P.G.Gen.
		15.82	15.89	21.51	11.3	6 Harford Memo.
		15.17	15.17	21.44	1.8	17 Garrett
		14.92	16.57	21.39	6.2	60 Ft. Washington
		14.28	14.28	17.55	1.0	45 McCread
MEDICAL RECORDS TECHNICIAN ART		21.79	22.59	28.51	385.3	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
MRI TECHNOLOGIST	37	34.84	50.29	59.43	1.0	16 Wash.Adv.
		37.91	43.46	51.27	3.4	5050 Shady Grove
		38.10	42.17	50.30	2.2	23 A.Arundel
		33.87	37.91	48.60	3.6	22 Suburban
		37.76	38.57	47.94	11.7	2 Univ. MD.
		32.94	38.43	47.42	4.9	4 Holy Cross
		33.93	39.75	47.33	7.7	8 Mercy
		35.31	37.69	45.50	1.9	2004 Good Sam.
		33.85	36.93	44.49	6.4	11 St. Agnes
		33.87	35.98	44.24	3.3	24 Union Mem.
		35.93	36.02	44.03	2.5	34 Harbor
		32.10	36.58	43.83	2.9	5 Frederic Memo.
		34.29	36.02	43.11	5.5	32 Cecil County
		33.06	35.22	42.46	3.9	12 Sinai Hosp.
		28.84	33.70	41.84	30.4	9 Hopkins Hosp
		32.32	33.75	41.57	2.6	49 Upper Chesapea
		28.49	33.10	41.38	2.7	29 Bayview
		30.00	33.38	41.32	5.4	1 Washington Co.
		28.14	34.79	41.00	2.2	35 Civista M. C
		30.01	31.87	40.90	3.0	38 MD.General
		30.59	33.00	40.80	1.5	6 Harford Memo.
		26.89	28.45	36.62	4.7	27 Braddock Hosp
		27.72	28.87	34.32	1.9	61 Atlantic G.
		24.09	26.02	34.27	1.1	37 Easton
		23.64	25.62	31.90	3.4	19 Pen.Gen.
		23.17	25.10	31.71	1.0	10 Dochester Hosp
MRI TECHNOLOGIST		31.60	35.10	42.98	120.8	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NUCLEAR MEDICINE TECHNOLOGIST (REG.)	29	38.06	52.19	61.08	1.5	18 Montgy. Gen.
		24.09	47.01	55.13	1.5	60 Ft. Washington
		35.30	43.21	54.99	2.2	22 Suburban
		39.27	46.44	54.53	4.1	43 BW Medical Ctr
		33.95	46.28	53.59	2.2	55 Laurel Re.
		36.59	45.30	53.32	2.5	5050 Shady Grove
		35.69	44.63	52.90	3.7	28 St. Marys
		37.48	44.03	51.54	11.9	3 P.G.Gen.
		34.46	41.79	50.48	4.3	34 Harbor
		36.17	42.46	49.87	3.6	39 Calvert Mem.
		37.54	41.39	49.50	2.3	16 Wash.Adv.
		35.33	40.18	49.47	5.1	4 Holy Cross
		33.13	38.25	48.99	1.0	25 Cumberland
		31.13	38.88	48.69	2.3	37 Easton
		38.36	40.32	48.23	19.4	23 A.Arundel
		32.93	38.12	48.03	2.9	38 MD.General
		35.87	40.90	47.69	2.3	35 Civista M. C
		36.55	39.29	47.29	4.2	2004 Good Sam.
		33.38	38.95	46.72	7.9	19 Pen.Gen.
		35.82	38.13	46.62	6.2	1 Washington Co.
		36.52	38.24	45.66	4.2	40 Northwest
		33.99	38.22	45.50	5.7	15 Franklin Sqr.
		36.01	39.90	45.39	4.4	54 So. MD.
		30.87	37.63	44.99	3.5	5 Frederic Memo.
		32.79	36.42	44.73	3.9	24 Union Mem.
		33.99	36.41	44.64	3.8	6 Harford Memo.
		34.78	35.38	44.24	6.2	2 Univ. MD.
		35.30	36.65	43.95	15.1	44 G.B.M.C
		30.27	36.69	43.93	6.0	8 Mercy
		28.41	35.32	43.88	3.3	29 Bayview
		31.32	36.72	43.50	5.2	51 Drs. P.G.
		33.01	36.22	43.33	5.4	32 Cecil County
		34.46	35.88	43.19	12.4	12 Sinai Hosp.
		32.65	34.34	42.89	7.1	7 St.Joe
		33.44	35.43	42.76	11.6	11 St. Agnes
		33.81	34.56	42.48	5.4	49 Upper Chesapea
		30.22	33.17	42.18	5.2	27 Braddock Hosp
		30.06	32.75	40.77	19.3	9 Hopkins Hosp
		29.84	33.18	39.93	5.3	48 Howard
		30.52	31.14	38.87	2.0	13 Bon Secour
29.16	29.57	37.90	1.4	17 Garrett		
26.41	30.20	36.59	2.3	33 Carroll,		
29.01	29.01	35.61	2.0	30 Chester River		
26.10	26.31	33.06	1.0	10 Dochester Hosp		
23.15	23.71	28.77	1.8	61 Atlantic G.		
NUCLEAR MEDICINE TECHNOLOGIST (REG.)		33.05	37.80	45.72	234.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE EDUCATORS	58	46.36	47.75	55.03	1.0	8992 U. MIEMSS
		43.03	43.03	52.63	3.8	29 Bayview
		37.74	40.58	51.82	14.1	22 Suburban
		37.49	42.81	50.51	7.1	43 BW Medical Ctr
		41.22	42.10	50.22	5.5	23 A.Arundel
		40.41	40.78	49.91	19.4	9 Hopkins Hosp
		28.73	40.81	48.26	0.9	60 Ft. Washington
		38.49	40.66	48.15	8.4	5050 Shady Grove
		38.60	38.60	46.91	2.9	34 Harbor
		39.46	39.46	46.75	3.0	18 Montgy. Gen.
		37.71	38.06	45.60	10.0	12 Sinai Hosp.
		36.87	37.85	45.55	9.8	11 St. Agnes
		36.17	37.99	45.44	12.7	44 G.B.M.C
		37.47	38.10	45.44	6.5	48 Howard
		37.59	38.00	45.39	3.0	8 Mercy
		37.71	37.91	45.29	6.7	40 Northwest
		37.87	37.87	45.11	11.1	15 Franklin Sqr.
		37.06	37.09	45.09	0.7	10 Dochester Hosp
		36.41	36.41	44.71	7.9	24 Union Mem.
		34.90	35.03	43.84	14.1	2 Univ. MD.
		33.03	36.26	43.78	1.1	16 Wash.Adv.
		36.08	36.08	43.73	5.2	2004 Good Sam.
		35.30	35.66	43.12	2.4	30 Chester River
		33.25	33.50	42.39	1.0	17 Garrett
		30.88	34.32	42.37	11.4	1 Washington Co.
		34.25	34.38	42.28	10.0	49 Upper Chesapea
		33.06	33.09	42.20	3.4	37 Easton
		34.19	34.19	42.14	4.8	6 Harford Memo.
		33.82	33.82	41.98	5.1	13 Bon Secour
		35.29	35.29	41.92	5.6	51 Drs. P.G.
		34.58	34.91	41.91	9.3	33 Carroll,
		32.22	32.22	41.89	1.5	25 Cumberland
		31.68	32.70	41.85	6.2	38 MD.General
		36.44	36.44	41.63	3.0	54 So. MD.
		32.21	32.21	41.05	1.5	27 Braddock Hosp
		33.24	33.58	40.74	13.3	19 Pen.Gen.
		33.86	34.20	40.11	3.0	55 Laurel Re.
		33.30	33.30	40.10	5.1	32 Cecil County
		33.71	33.76	39.58	1.8	61 Atlantic G.
		32.24	33.10	39.32	9.6	3 P.G.Gen.
		30.37	31.35	39.10	17.0	4 Holy Cross
		30.36	30.96	38.92	4.9	7 St.Joe
		31.57	31.74	38.68	2.8	28 St. Marys
		31.32	31.32	38.04	5.8	5 Frederic Memo.
		28.25	28.80	34.67	5.4	39 Calvert Mem.
		28.99	28.99	34.64	2.0	35 Civista M. C
		26.52	26.52	30.77	1.0	45 McCread
NURSE EDUCATORS		34.92	35.82	43.42	291.9	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. A	59	41.47	51.86	61.10	3.8	23 A.Arundel
		47.07	47.07	55.28	18.6	15 Franklin Sqr.
		46.31	46.31	54.70	15.0	44 G.B.M.C
		38.56	46.50	54.32	27.5	51 Drs. P.G.
		37.58	41.85	53.36	27.1	22 Suburban
		43.55	43.55	53.21	1.0	29 Bayview
		40.84	44.32	52.77	49.6	16 Wash.Adv.
		35.99	43.03	50.98	28.7	8 Mercy
		40.99	41.48	50.41	12.8	24 Union Mem.
		38.87	42.61	50.32	53.7	5050 Shady Grove
		34.30	40.43	49.76	36.5	4 Holy Cross
		41.53	41.66	49.60	53.6	12 Sinai Hosp.
		35.91	41.82	49.41	16.2	18 Montgy. Gen.
		39.57	40.81	48.97	9.9	2004 Good Sam.
		40.30	40.30	48.80	10.0	34 Harbor
		38.47	41.01	48.69	5.1	48 Howard
		35.64	38.68	48.67	6.6	38 MD.General
		38.96	40.32	48.03	31.1	33 Carroll,
		38.21	38.59	47.89	46.4	7 St.Joe
		37.54	39.61	46.15	21.2	55 Laurel Re.
		38.54	38.54	46.00	3.9	5 Frederic Memo.
		35.27	36.90	45.55	4.1	13 Bon Secour
		31.59	38.31	45.49	2.9	60 Ft. Washington
		33.47	37.39	45.02	61.1	11 St. Agnes
		33.66	34.98	44.31	16.8	37 Easton
		34.77	35.89	43.74	6.0	10 Dochester Hosp
		34.73	36.82	43.47	43.7	3 P.G.Gen.
		26.54	31.93	40.60	4.3	17 Garrett
		34.20	34.22	40.08	6.0	61 Atlantic G.
		31.09	31.09	36.94	1.0	35 Civista M. C
		27.89	29.21	33.67	3.0	45 McCread
NURSE MGR. A		37.21	39.91	47.98	627.0	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. B	60	41.16	62.75	72.90	7.0	28 St. Marys
		47.67	47.96	60.72	14.9	22 Suburban
		50.01	50.01	60.52	2.0	29 Bayview
		47.86	48.17	59.11	1.0	2 Univ. MD.
		48.13	48.13	57.78	6.0	1 Washington Co.
		48.03	48.03	57.56	5.0	49 Upper Chesapea
		46.05	46.27	56.16	63.3	9 Hopkins Hosp
		44.72	45.51	56.02	15.8	7 St.Joe
		46.34	46.34	54.78	16.0	12 Sinai Hosp.
		45.79	46.25	54.03	6.3	51 Drs. P.G.
		43.37	45.48	53.52	7.7	5050 Shady Grove
		43.91	43.91	53.14	17.0	24 Union Mem.
		43.41	43.41	53.11	1.1	13 Bon Secour
		42.42	43.03	52.82	16.3	4 Holy Cross
		44.28	44.55	52.44	10.0	43 BW Medical Ctr
		41.48	44.36	52.44	6.4	48 Howard
		43.78	43.78	52.26	10.0	2004 Good Sam.
		43.84	43.84	52.16	3.0	23 A.Arundel
		44.22	44.22	52.13	18.0	15 Franklin Sqr.
		43.49	43.49	52.06	15.0	11 St. Agnes
		43.14	43.14	51.98	10.0	34 Harbor
		41.41	43.87	51.91	9.5	8 Mercy
		43.55	43.55	51.30	1.0	60 Ft. Washington
		40.84	42.07	51.02	7.3	6 Harford Memo.
		39.09	40.42	50.65	6.1	38 MD.General
		41.63	42.62	50.31	7.2	18 Montgy. Gen.
		41.86	41.86	49.68	5.5	40 Northwest
		40.28	41.09	49.26	2.8	30 Chester River
		40.81	40.86	48.64	10.5	33 Carroll,
		39.54	39.77	47.36	9.0	5 Frederic Memo.
		41.36	41.43	47.05	12.3	54 So. MD.
		37.65	39.01	45.92	12.7	3 P.G.Gen.
		38.09	38.09	45.82	3.0	16 Wash.Adv.
		34.47	34.72	43.79	2.0	17 Garrett
		33.12	33.28	43.15	2.2	25 Cumberland
		36.33	36.33	43.05	2.0	39 Calvert Mem.
		33.39	33.42	42.56	0.9	37 Easton
		33.23	33.23	42.25	7.0	27 Braddock Hosp
		35.91	35.91	42.22	7.0	35 Civista M. C
NURSE MGR. B		41.94	42.93	51.63	359.8	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. C	61	45.61	53.64	62.51	4.5	43 BW Medical Ctr
		46.93	48.12	58.39	16.3	29 Bayview
		39.91	46.19	56.83	4.1	7 St.Joe
		42.69	45.69	56.67	5.2	38 MD.General
		40.39	47.70	56.29	3.1	28 St. Marys
		44.66	46.86	55.42	4.0	33 Carroll,
		42.42	46.13	54.71	8.0	19 Pen.Gen.
		39.49	42.75	54.44	4.8	22 Suburban
		40.88	44.44	54.08	34.2	9 Hopkins Hosp
		40.48	46.27	54.06	4.1	51 Drs. P.G.
		44.93	45.63	54.00	5.3	12 Sinai Hosp.
		32.08	45.72	53.98	7.0	8 Mercy
		40.74	43.14	51.45	3.0	16 Wash.Adv.
		34.94	42.74	50.55	3.2	32 Cecil County
		39.79	40.90	49.58	3.8	49 Upper Chesapea
		38.67	40.05	49.22	3.3	13 Bon Secour
		37.10	40.46	49.21	4.8	6 Harford Memo.
		37.75	40.52	47.95	5.6	18 Montgy. Gen.
		39.84	40.39	47.86	2.9	5050 Shady Grove
		38.99	39.63	47.61	5.6	11 St. Agnes
		35.84	39.97	47.57	7.9	5 Frederic Memo.
		38.20	39.80	47.39	11.0	40 Northwest
		34.94	37.63	47.29	3.8	37 Easton
		39.80	39.80	46.91	2.0	39 Calvert Mem.
		35.96	39.66	46.20	3.9	55 Laurel Re.
		32.48	35.64	43.46	3.8	10 Dochester Hosp
		32.47	36.09	42.66	5.4	3 P.G.Gen.
		33.18	34.72	40.92	3.6	35 Civista M. C
		31.28	34.62	40.51	7.2	61 Atlantic G.
		34.60	34.60	39.49	1.0	45 McCread
NURSE MGR. C		38.57	41.98	50.24	182.3	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE MGR. D	62	67.18	67.18	83.90	1.0	22 Suburban
		56.68	59.56	72.23	2.0	4 Holy Cross
		58.37	58.37	67.43	1.0	51 Drs. P.G.
		52.16	56.31	65.75	6.0	8 Mercy
		56.08	56.08	65.24	1.0	15 Franklin Sqr.
		38.51	53.94	62.82	2.3	60 Ft. Washington
		52.38	52.38	62.66	5.0	24 Union Mem.
		53.65	53.77	62.65	3.5	43 BW Medical Ctr
		51.49	51.49	61.32	4.0	34 Harbor
		50.92	50.92	59.65	4.0	5 Frederic Memo.
		47.37	47.66	58.51	25.6	2 Univ. MD.
		49.69	49.69	58.27	2.0	18 Montgy. Gen.
		45.98	47.69	57.91	21.7	29 Bayview
		48.84	48.84	57.66	4.4	33 Carroll,
		48.63	48.63	57.64	1.0	2004 Good Sam.
		48.24	48.24	57.07	6.5	23 A.Arundel
		47.44	47.44	56.16	6.8	19 Pen.Gen.
		47.38	47.38	55.82	1.5	48 Howard
		47.92	47.92	55.21	4.1	8992 U. MIEMSS
		47.12	47.12	54.51	1.0	35 Civista M. C
		40.51	42.87	53.45	4.0	38 MD.General
		45.18	45.18	53.25	2.0	32 Cecil County
		40.93	41.06	51.03	2.0	17 Garrett
		40.71	40.71	49.97	2.0	13 Bon Secour
		39.74	39.74	46.84	1.0	39 Calvert Mem.
		36.51	38.60	46.44	7.3	30 Chester River
		35.69	35.89	46.21	5.1	25 Cumberland
		34.12	34.12	43.29	3.0	27 Braddock Hosp
		34.53	34.53	40.91	0.9	3 P.G.Gen.
		34.32	34.32	40.25	1.0	55 Laurel Re.
		30.52	32.00	38.19	3.0	8994 U. UMCC
NURSE MGR. D		46.09	47.08	56.20	135.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
NURSE PRACT./CLINICAL NURSE SPEC.	31	60.56	61.74	71.59	4.1	32 Cecil County
		48.83	51.12	62.53	62.9	2 Univ. MD.
		42.52	46.44	56.49	32.3	29 Bayview
		47.34	48.51	55.86	5.4	8992 U. MIEMSS
		41.41	46.52	54.93	17.0	44 G.B.M.C
		41.81	46.60	54.77	9.2	5050 Shady Grove
		43.57	44.28	54.58	26.8	7 St.Joe
		44.34	44.39	53.69	17.4	24 Union Mem.
		41.78	42.08	53.62	18.1	22 Suburban
		42.81	43.84	53.39	140.2	9 Hopkins Hosp
		42.11	45.06	53.38	1.6	33 Carroll,
		44.04	44.52	52.76	34.0	12 Sinai Hosp.
		43.39	43.39	52.27	5.1	34 Harbor
		41.97	42.95	51.24	16.7	16 Wash.Adv.
		42.55	42.76	51.13	5.0	2004 Good Sam.
		42.71	42.85	50.61	17.0	15 Franklin Sqr.
		41.81	42.19	50.57	12.5	11 St. Agnes
		42.35	42.35	50.22	1.0	40 Northwest
		41.14	41.96	49.79	10.3	8 Mercy
		38.18	40.31	49.62	7.6	4 Holy Cross
		42.06	42.06	49.43	1.8	39 Calvert Mem.
		41.13	41.13	48.37	2.1	51 Drs. P.G.
		39.98	40.08	47.96	4.0	23 A.Arundel
		33.99	38.01	47.91	7.0	38 MD.General
		38.49	38.49	47.54	3.5	2001 Kernan
		40.25	40.44	47.52	3.3	3 P.G.Gen.
		38.53	38.53	46.17	1.6	28 St. Marys
		36.35	36.41	43.90	3.1	19 Pen.Gen.
		32.55	33.92	43.89	4.4	25 Cumberland
		37.45	37.45	43.74	2.0	55 Laurel Re.
		35.94	36.12	43.33	11.4	5 Frederic Memo.
		36.83	36.87	42.93	3.0	61 Atlantic G.
		34.60	34.60	41.52	0.1	48 Howard
		31.97	32.51	38.49	2.2	35 Civista M. C
		29.45	29.82	37.34	5.4	1 Washington Co.
		26.89	27.10	35.03	6.8	27 Braddock Hosp
		25.46	26.08	31.99	9.9	43 BW Medical Ctr
NURSE PRACT./CLINICAL NURSE SPEC.		39.92	40.90	49.19	515.8	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
OCCUP. THERAPIST	63	31.00	44.07	52.73	2.7	11 St. Agnes
		43.00	43.74	51.59	0.6	5050 Shady Grove
		41.67	41.67	49.55	0.2	33 Carroll,
		41.54	42.17	49.53	5.0	51 Drs. P.G.
		38.26	38.44	49.24	3.5	22 Suburban
		36.91	39.79	48.34	3.0	49 Upper Chesapea
		38.02	40.65	48.34	3.8	8 Mercy
		40.29	40.29	47.69	0.3	60 Ft. Washington
		40.38	40.41	47.48	1.7	3 P.G.Gen.
		34.42	36.74	46.46	6.5	38 MD.General
		38.12	38.12	46.37	1.7	34 Harbor
		33.73	36.82	45.81	16.0	7 St.Joe
		36.12	36.90	44.22	5.7	44 G.B.M.C
		37.00	37.00	44.20	4.5	48 Howard
		35.01	36.22	43.73	4.6	16 Wash.Adv.
		35.34	35.46	43.57	2.6	6 Harford Memo.
		32.84	35.46	43.03	14.2	2004 Good Sam.
		35.06	35.64	43.00	3.7	23 A.Arundel
		32.24	34.44	42.89	18.2	29 Bayview
		34.32	34.32	42.60	4.2	4 Holy Cross
		35.24	35.62	42.44	2.4	18 Montgy. Gen.
		35.12	35.12	42.35	15.4	12 Sinai Hosp.
		32.78	33.89	41.88	18.5	24 Union Mem.
		32.86	34.90	41.82	5.7	15 Franklin Sqr.
		32.35	32.35	41.36	0.9	37 Easton
		34.12	34.75	40.73	2.4	55 Laurel Re.
		32.05	32.06	40.38	28.6	2 Univ. MD.
		31.46	31.48	39.56	28.4	2001 Kernan
		32.48	32.48	39.49	3.0	28 St. Marys
		32.23	32.46	39.24	7.6	40 Northwest
		30.42	31.32	39.14	31.3	9 Hopkins Hosp
		31.31	32.43	38.71	4.4	39 Calvert Mem.
		30.66	30.76	37.61	6.7	19 Pen.Gen.
		29.71	30.05	37.61	12.3	1 Washington Co.
		31.60	31.68	37.59	2.1	35 Civista M. C
		28.01	28.05	37.00	3.3	25 Cumberland
		29.71	29.82	36.14	5.2	43 BW Medical Ctr
		30.08	30.08	34.72	4.6	54 So. MD.
		28.56	28.68	33.11	0.7	45 McCread
		25.40	25.40	32.05	0.7	10 Dochester Hosp
OCCUP. THERAPIST		34.04	35.04	42.58	286.8	
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Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
OTHER HOSPITAL SPECIFIC	70	46.14	48.59	57.45	24.3	23 A.Arundel
		31.97	40.88	49.56	45.4	49 Upper Chesapea
		37.38	39.64	46.07	15.9	8992 U. MIEMSS
		34.15	35.79	46.04	68.2	22 Suburban
		36.00	37.50	44.64	41.3	5050 Shady Grove
		31.90	34.40	43.79	65.6	38 MD.General
		33.03	33.78	43.73	14.3	25 Cumberland
		33.21	35.79	43.17	78.8	11 St. Agnes
		34.29	35.47	42.89	25.7	16 Wash.Adv.
		35.84	35.84	42.15	8.0	35 Civista M. C
		31.56	31.87	40.64	47.4	27 Braddock Hosp
		31.19	33.35	40.00	2.1	60 Ft. Washington
		32.50	32.50	39.56	13.0	30 Chester River
		29.98	30.65	39.46	120.3	37 Easton
		29.81	31.49	39.27	97.3	4 Holy Cross
		30.56	31.58	38.53	94.4	19 Pen.Gen.
		30.54	30.55	38.50	58.1	2001 Kernan
		30.30	31.11	37.90	139.1	12 Sinai Hosp.
		30.41	31.17	37.85	158.7	44 G.B.M.C
		29.20	31.34	37.55	73.4	51 Drs. P.G.
		27.23	29.19	37.04	478.5	2 Univ. MD.
		28.91	29.29	36.72	146.1	24 Union Mem.
		27.44	28.99	36.60	164.5	7 St.Joe
		30.58	30.58	36.59	21.9	8994 U. UMCC
		28.26	28.91	36.33	215.1	1 Washington Co.
		28.33	28.71	35.74	31.6	10 Dochester Hosp
		28.93	29.19	35.55	20.5	32 Cecil County
		28.35	29.01	35.49	128.6	5 Frederic Memo.
		27.14	28.46	34.64	76.8	48 Howard
		25.50	27.90	34.43	52.3	28 St. Marys
		25.54	26.49	33.88	239.2	29 Bayview
		24.54	27.74	33.50	37.3	39 Calvert Mem.
		25.54	26.98	33.17	37.0	40 Northwest
		25.80	26.22	33.15	29.6	6 Harford Memo.
		25.82	26.40	32.98	100.5	2004 Good Sam.
		25.03	25.67	32.45	80.2	34 Harbor
		25.43	26.41	32.07	65.9	18 Montgy. Gen.
		26.13	26.61	31.88	13.2	61 Atlantic G.
		24.98	26.20	31.61	120.3	3 P.G.Gen.
		23.43	24.04	31.58	13.3	17 Garrett
		25.71	26.29	31.29	45.7	55 Laurel Re.
		24.51	24.59	31.28	15.3	13 Bon Secour
		23.87	25.30	31.26	99.2	8 Mercy
		24.58	25.17	31.07	190.4	15 Franklin Sqr.
		23.94	25.93	30.13	7.0	45 McCreed
		21.23	22.73	29.37	986.5	9 Hopkins Hosp
		22.81	23.86	27.95	138.4	54 So. MD.
		21.64	22.10	27.42	124.0	33 Carroll,
		16.85	18.97	24.13	294.2	43 BW Medical Ctr
OTHER HOSPITAL SPECIFIC		28.53	29.82	36.69	5,164.2	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
OTHER NON-HOSPITAL SPECIFIC	71	41.53	43.10	50.80	3.0	60 Ft. Washington
		34.48	34.73	44.76	63.8	22 Suburban
		37.07	37.68	43.91	8.8	8992 U. MIEMSS
		34.11	34.20	42.24	80.8	24 Union Mem.
		33.48	33.90	41.65	51.3	34 Harbor
		28.68	34.28	41.56	1.0	30 Chester River
		34.17	34.40	41.19	65.3	5050 Shady Grove
		33.57	33.87	41.11	55.7	16 Wash.Adv.
		31.58	32.67	41.09	449.2	2 Univ. MD.
		33.86	34.03	40.65	23.4	18 Montgy. Gen.
		32.75	33.40	40.51	99.7	23 A.Arundel
		33.47	33.47	40.29	18.9	32 Cecil County
		25.55	33.87	38.70	5.4	45 McCread
		30.68	32.13	38.34	9.2	8994 U. UMCC
		29.44	30.04	37.91	196.3	29 Bayview
		29.38	29.96	37.32	43.8	49 Upper Chesapea
		29.97	30.64	37.08	72.7	48 Howard
		29.34	30.14	36.67	71.2	40 Northwest
		26.69	27.80	36.26	61.6	38 MD.General
		29.30	29.64	36.07	87.6	11 St. Agnes
		29.42	29.49	35.77	62.2	33 Carroll,
		28.86	29.32	35.66	120.8	15 Franklin Sqr.
		27.21	27.82	35.23	172.8	7 St.Joe
		28.84	29.29	35.06	45.5	3 P.G.Gen.
		29.32	29.36	35.04	25.5	35 Civista M. C
		26.98	28.30	34.45	176.5	43 BW Medical Ctr
		26.29	27.15	34.39	1,009.4	9 Hopkins Hosp
		26.12	27.29	34.34	105.2	4 Holy Cross
		24.95	25.16	33.60	30.1	25 Cumberland
		26.46	26.95	33.29	190.2	12 Sinai Hosp.
		26.06	26.63	33.24	107.1	2004 Good Sam.
		25.19	25.82	32.71	63.5	6 Harford Memo.
		27.00	27.42	32.56	19.0	55 Laurel Re.
		25.10	26.15	32.21	182.1	8 Mercy
		24.15	24.51	31.98	36.7	27 Braddock Hosp
		24.07	25.09	30.64	109.2	51 Drs. P.G.
		23.78	24.36	30.53	73.9	28 St. Marys
		23.67	24.12	30.10	24.1	5 Frederic Memo.
		22.94	23.52	30.03	74.3	13 Bon Secour
		22.32	22.52	29.84	18.8	17 Garrett
		23.34	23.93	29.80	177.3	44 G.B.M.C
		23.46	24.08	29.42	58.6	39 Calvert Mem.
		22.47	22.49	29.33	14.1	2001 Kernan
		22.73	23.26	29.26	112.0	19 Pen.Gen.
		23.22	23.57	28.61	23.5	61 Atlantic G.
		17.11	17.46	23.56	16.4	1 Washington Co.
		14.48	14.74	21.62	35.1	37 Easton
		16.33	16.72	20.19	82.2	54 So. MD.
		14.36	14.73	20.14	5.7	10 Dochester Hosp
OTHER NON-HOSPITAL SPECIFIC		27.25	28.07	34.71	4,640.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PATIENT CARE/NURSING AIDE I	32	12.93	16.91	21.71	4.0	48 Howard
		14.85	14.89	20.67	35.1	2001 Kernan
		14.70	14.94	20.08	10.1	13 Bon Secour
		13.62	16.15	19.99	26.4	55 Laurel Re.
		13.55	14.79	19.75	29.7	23 A.Arundel
		13.99	15.54	19.69	100.1	3 P.G.Gen.
		13.36	14.70	19.49	13.4	15 Franklin Sqr.
		14.67	14.67	19.42	1.0	30 Chester River
		13.84	14.80	19.38	47.8	5050 Shady Grove
		13.22	13.84	19.36	16.1	24 Union Mem.
		12.89	13.89	19.27	5.3	34 Harbor
		12.45	14.64	19.25	5.6	60 Ft. Washington
		12.77	14.17	19.11	100.1	5 Frederic Memo.
		14.00	14.69	19.03	2.6	33 Carroll,
		11.96	12.57	18.80	11.6	25 Cumberland
		12.87	14.02	18.76	30.7	32 Cecil County
		13.05	13.83	18.76	33.2	16 Wash.Adv.
		11.63	13.02	18.63	44.0	29 Bayview
		11.25	13.32	18.62	13.5	6 Harford Memo.
		13.57	14.45	18.62	2.1	18 Montgy. Gen.
		12.96	13.35	18.51	17.7	2004 Good Sam.
		12.55	13.01	18.24	73.5	2 Univ. MD.
		11.95	12.80	18.19	8.4	27 Braddock Hosp
		11.50	12.46	17.91	18.6	22 Suburban
		12.11	13.11	17.76	117.8	44 G.B.M.C
		11.72	13.14	17.39	24.8	61 Atlantic G.
		12.58	12.88	17.38	10.5	43 BW Medical Ctr
		12.26	12.79	17.36	64.1	8 Mercy
		12.11	12.14	17.31	5.0	9 Hopkins Hosp
		10.90	11.80	16.99	22.6	49 Upper Chesapea
		10.19	12.33	16.90	10.3	40 Northwest
		10.89	12.07	16.83	128.3	19 Pen.Gen.
11.32	12.03	16.75	195.0	12 Sinai Hosp.		
12.38	12.63	16.27	14.3	8992 U. MIEMSS		
10.17	11.40	15.68	29.2	4 Holy Cross		
10.86	11.66	15.32	65.3	11 St. Agnes		
8.51	8.99	12.72	8.5	35 Civista M. C		
9.22	9.54	12.39	19.0	54 So. MD.		
PATIENT CARE/NURSING AIDE I		12.35	13.37	18.11	1,365.3	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PATIENT CARE/NURSING AIDE II	33	14.63	19.98	25.17	8.5	60 Ft. Washington
		15.38	16.97	23.34	98.0	22 Suburban
		17.53	18.71	23.24	8.4	3 P.G.Gen.
		13.57	16.46	22.23	327.9	9 Hopkins Hosp
		14.77	16.80	21.99	134.5	23 A.Arundel
		15.66	16.24	21.98	289.8	2 Univ. MD.
		15.87	15.93	21.86	61.5	2001 Kernan
		14.29	15.90	21.52	74.2	34 Harbor
		13.94	16.09	21.28	84.4	16 Wash.Adv.
		14.15	16.81	21.27	67.0	18 Montgy. Gen.
		13.95	15.93	21.00	159.6	4 Holy Cross
		14.43	15.83	20.95	47.7	5 Frederic Memo.
		14.03	16.13	20.85	124.9	5050 Shady Grove
		13.78	15.06	20.73	170.7	24 Union Mem.
		13.91	15.70	20.60	164.5	15 Franklin Sqr.
		12.44	13.82	20.58	49.3	37 Easton
		14.88	15.58	20.46	117.5	8 Mercy
		14.48	15.35	20.43	79.3	12 Sinai Hosp.
		14.08	15.47	20.39	116.4	40 Northwest
		11.84	14.55	20.30	208.6	1 Washington Co.
		13.60	14.70	20.23	98.8	49 Upper Chesapea
		13.17	15.02	20.22	72.1	28 St. Marys
		13.21	14.78	20.09	130.7	2004 Good Sam.
		14.29	16.16	20.00	13.5	55 Laurel Re.
		12.55	14.13	19.88	225.3	29 Bayview
		13.14	14.39	19.83	52.0	6 Harford Memo.
		13.24	14.64	19.68	51.5	19 Pen.Gen.
		13.10	15.08	19.67	104.6	48 Howard
		14.06	15.18	19.59	78.2	33 Carroll,
		15.32	15.57	19.54	28.0	8994 U. UMCC
		12.76	14.09	19.42	21.6	10 Dochester Hosp
		11.26	13.00	19.36	121.7	38 MD.General
		14.87	15.30	19.21	62.2	8992 U. MIEMSS
		12.80	14.32	19.08	36.2	32 Cecil County
		13.55	13.98	18.96	46.4	13 Bon Secour
		12.58	14.59	18.95	16.6	61 Atlantic G.
		12.90	14.40	18.81	78.0	51 Drs. P.G.
		13.02	14.05	18.80	41.3	44 G.B.M.C
		12.60	13.78	18.73	194.1	7 St.Joe
		14.08	15.23	18.58	119.2	54 So. MD.
		12.74	13.73	18.36	35.5	30 Chester River
		11.28	12.00	18.13	57.7	25 Cumberland
		12.64	14.07	18.10	142.1	11 St. Agnes
		10.91	11.87	17.66	15.3	17 Garrett
		11.49	12.33	17.63	49.6	27 Braddock Hosp
11.72	13.24	17.36	37.9	39 Calvert Mem.		
11.68	12.72	16.81	71.1	35 Civista M. C		
12.39	13.49	16.70	11.5	45 McCread		
11.26	12.03	16.44	53.8	43 BW Medical Ctr		
PATIENT CARE/NURSING AIDE II		13.47	14.92	19.92	4,459.0	

Health Services Cost Review Commission
Year 2007 Hospital Wage & Salary Survey Report 2
Two Week Pay Period(Included February 1st. 2007)
Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHARMACY TECH.	34	20.07	22.47	28.67	23.4	4 Holy Cross
		17.03	20.43	26.04	22.5	23 A.Arundel
		16.45	18.26	23.70	16.2	16 Wash.Adv.
		17.38	17.70	23.68	93.0	2 Univ. MD.
		17.72	18.83	23.37	15.2	3 P.G.Gen.
		16.52	17.88	23.21	14.8	5 Frederic Memo.
		15.78	17.18	23.12	16.4	24 Union Mem.
		14.32	18.26	22.94	21.3	11 St. Agnes
		16.17	16.83	22.36	10.2	2004 Good Sam.
		17.25	18.16	22.23	5.1	55 Laurel Re.
		14.55	15.95	22.10	12.8	22 Suburban
		15.37	17.22	21.94	11.5	51 Drs. P.G.
		14.93	15.94	21.93	19.4	29 Bayview
		13.53	16.00	21.92	13.8	1 Washington Co.
		15.58	17.00	21.86	2.4	60 Ft. Washington
		15.03	16.15	21.81	10.2	34 Harbor
		16.35	16.79	21.80	18.6	8 Mercy
		14.23	14.83	21.72	14.1	37 Easton
		17.33	17.33	21.54	2.4	8994 U. UMCC
		14.72	16.05	21.39	15.6	7 St.Joe
		15.52	16.08	21.39	5.4	28 St. Marys
		13.73	15.72	21.38	96.8	9 Hopkins Hosp
		15.69	15.69	21.34	13.6	49 Upper Chesapea
		15.43	15.46	21.32	7.1	2001 Kernan
		15.23	15.54	21.12	5.0	6 Harford Memo.
		12.48	14.52	21.09	9.9	38 MD.General
		14.70	15.90	21.04	37.3	12 Sinai Hosp.
		15.08	16.13	20.86	17.8	5050 Shady Grove
		15.20	15.84	20.77	9.2	32 Cecil County
		15.00	15.85	20.76	18.2	15 Franklin Sqr.
		14.65	15.81	20.76	23.8	44 G.B.M.C
		14.64	15.68	20.62	16.0	40 Northwest
		13.85	15.85	20.52	11.3	48 Howard
		15.14	15.67	20.47	10.6	43 BW Medical Ctr
		14.84	15.89	20.24	9.4	18 Montgy. Gen.
		15.62	16.67	20.14	8.2	54 So. MD.
		14.08	14.38	19.75	2.9	10 Dochester Hosp
		13.43	13.45	19.47	3.0	17 Garrett
		14.37	14.71	19.06	14.0	33 Carroll,
		13.64	14.28	18.61	5.8	61 Atlantic G.
13.22	14.26	18.50	6.6	39 Calvert Mem.		
12.58	13.38	18.29	24.9	19 Pen.Gen.		
13.12	13.39	18.28	8.8	13 Bon Secour		
13.16	13.50	18.10	5.0	30 Chester River		
11.29	11.69	17.77	8.3	25 Cumberland		
12.57	12.77	16.86	5.4	35 Civista M. C		
11.21	11.60	16.78	13.5	27 Braddock Hosp		
10.20	10.20	13.14	1.0	45 McCread		
PHARMACY TECH.		14.79	15.82	20.95	757.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHLEBOTOMIST	64	21.40	21.97	27.77	1.0	12 Sinai Hosp.
		16.51	19.46	26.35	17.0	22 Suburban
		17.58	20.32	25.77	1.4	40 Northwest
		13.51	17.02	23.95	12.4	38 MD.General
		12.00	16.25	21.99	0.1	9 Hopkins Hosp
		15.61	16.10	21.80	13.8	49 Upper Chesapea
		15.68	16.94	21.80	3.8	60 Ft. Washington
		15.21	15.58	21.22	26.5	2 Univ. MD.
		15.25	16.44	20.86	4.0	18 Montgy. Gen.
		14.62	15.10	20.78	17.9	24 Union Mem.
		15.46	15.54	20.78	2.2	13 Bon Secour
		13.47	15.89	20.71	8.9	43 BW Medical Ctr
		13.31	15.29	20.66	31.2	2004 Good Sam.
		15.22	15.72	20.64	13.5	32 Cecil County
		14.38	15.57	20.49	21.9	44 G.B.M.C
		14.31	14.88	20.38	4.7	34 Harbor
		13.94	15.31	20.38	20.4	5 Frederic Memo.
		14.68	15.79	20.36	15.1	51 Drs. P.G.
		13.20	14.81	19.69	23.5	4 Holy Cross
		14.37	15.21	19.62	20.7	33 Carroll,
		13.83	14.51	19.24	11.1	30 Chester River
		13.65	14.33	19.24	8.5	23 A.Arundel
		12.65	13.84	18.91	16.9	28 St. Marys
		13.57	14.18	18.90	17.7	8 Mercy
		12.95	13.73	18.67	20.5	7 St.Joe
		12.17	14.32	18.39	32.8	11 St. Agnes
		12.69	13.07	18.34	9.6	6 Harford Memo.
		12.20	12.44	18.31	3.8	17 Garrett
		12.61	13.38	18.28	28.8	19 Pen.Gen.
		12.91	13.40	18.05	25.2	15 Franklin Sqr.
		12.74	13.64	17.80	13.0	39 Calvert Mem.
		11.00	11.69	17.77	14.3	25 Cumberland
		12.83	13.42	17.58	12.6	35 Civista M. C
13.08	14.23	17.49	20.2	54 So. MD.		
11.00	11.69	16.88	21.5	27 Braddock Hosp		
11.55	11.71	15.85	5.0	61 Atlantic G.		
9.96	9.97	12.90	2.1	45 McCread		
PHLEBOTOMIST		13.81	14.94	19.96	523.7	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PHYS. THERAPIST	35	42.00	44.74	52.37	8.8	51 Drs. P.G.
		35.94	42.23	50.61	15.3	11 St. Agnes
		37.64	41.05	48.59	4.1	5050 Shady Grove
		38.51	38.57	48.53	2.2	27 Braddock Hosp
		39.83	39.83	48.28	3.8	34 Harbor
		37.59	39.98	47.93	5.8	16 Wash.Adv.
		38.71	39.29	47.78	5.6	49 Upper Chesapea
		36.75	38.84	47.38	4.0	6 Harford Memo.
		34.85	36.59	47.00	6.5	22 Suburban
		39.34	39.62	46.99	7.5	43 BW Medical Ctr
		39.45	39.45	46.75	1.2	60 Ft. Washington
		36.44	37.86	46.35	22.2	24 Union Mem.
		37.48	38.36	46.25	31.4	2004 Good Sam.
		38.31	38.82	45.71	3.8	3 P.G.Gen.
		37.89	38.31	45.67	8.7	48 Howard
		33.35	37.80	45.44	11.6	19 Pen.Gen.
		35.75	35.85	45.29	2.5	37 Easton
		35.70	35.70	45.27	5.6	38 MD.General
		35.16	36.35	45.26	12.3	7 St.Joe
		37.68	38.09	45.21	3.9	18 Montgy. Gen.
		36.50	36.50	45.09	5.1	13 Bon Secour
		36.40	37.62	45.02	7.9	44 G.B.M.C
		34.69	38.52	44.93	3.7	55 Laurel Re.
		34.44	34.47	44.54	6.9	25 Cumberland
		33.69	37.18	44.48	10.2	8 Mercy
		35.50	36.96	44.48	14.2	23 A.Arundel
		34.89	35.48	44.07	27.9	29 Bayview
		36.85	36.85	43.98	11.9	15 Franklin Sqr.
		35.69	36.53	43.96	4.5	28 St. Marys
		33.93	36.77	43.54	2.9	39 Calvert Mem.
		36.45	36.73	43.12	2.0	35 Civista M. C
		34.38	34.56	42.63	16.2	1 Washington Co.
		33.43	34.26	42.52	7.3	4 Holy Cross
		33.23	33.65	42.23	35.8	2 Univ. MD.
		34.62	34.62	41.79	32.7	12 Sinai Hosp.
		34.29	34.40	41.40	14.0	40 Northwest
		33.90	35.01	40.08	3.4	54 So. MD.
		31.23	32.07	39.99	45.4	9 Hopkins Hosp
		31.81	31.87	39.26	1.2	10 Dochester Hosp
		29.37	29.39	37.18	44.8	2001 Kernan
		28.39	28.98	33.43	2.7	45 McCread
PHYS. THERAPIST		35.66	36.82	44.64	467.5	
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Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
PHYSI. & OCCUP. THERAPIST ASST.	65	30.29	30.31	38.23	11.2	2001 Kernan
		26.43	29.71	37.20	0.1	24 Union Mem.
		27.27	28.18	34.96	8.0	2004 Good Sam.
		28.78	28.78	34.65	1.0	39 Calvert Mem.
		25.44	25.73	32.52	3.2	34 Harbor
		25.33	26.34	32.46	2.9	40 Northwest
		20.63	24.92	32.10	3.9	29 Bayview
		24.92	25.93	32.02	4.7	44 G.B.M.C
		23.38	23.38	31.07	1.0	22 Suburban
		23.75	24.85	31.06	2.7	28 St. Marys
		24.66	25.15	31.04	3.3	15 Franklin Sqr.
		24.59	25.04	30.98	3.1	8 Mercy
		23.43	24.20	30.98	8.4	7 St.Joe
		24.06	24.14	30.63	1.2	10 Dochester Hosp
		21.93	23.28	29.30	13.6	19 Pen.Gen.
		22.42	23.28	29.22	8.6	12 Sinai Hosp.
		22.52	23.20	29.21	0.9	16 Wash.Adv.
		21.74	23.08	28.59	2.1	5050 Shady Grove
		20.31	21.50	27.96	5.7	9 Hopkins Hosp
		18.84	20.97	27.24	2.4	6 Harford Memo.
		21.90	22.05	27.04	2.1	35 Civista M. C
		18.86	18.95	26.30	13.4	25 Cumberland
		19.16	19.62	25.96	19.4	1 Washington Co.
		20.46	20.63	25.95	2.8	43 BW Medical Ctr
		18.62	18.74	25.18	5.9	27 Braddock Hosp
		19.74	19.74	24.75	2.0	33 Carroll,
		18.50	18.57	23.96	4.6	23 A.Arundel
		17.11	18.21	23.68	4.3	4 Holy Cross
		17.13	17.14	22.63	2.1	13 Bon Secour
		16.48	17.70	22.60	3.2	48 Howard
		16.04	17.52	21.66	1.0	8992 U. MIEMSS
		13.78	14.18	20.99	3.6	37 Easton
		16.05	16.16	20.52	14.4	11 St. Agnes
15.34	15.54	19.85	2.1	18 Montgy. Gen.		
15.30	15.47	19.62	4.0	3 P.G.Gen.		
12.89	13.18	18.43	12.9	2 Univ. MD.		
10.89	10.89	15.96	1.0	49 Upper Chesapea		
11.58	11.78	15.93	4.0	51 Drs. P.G.		
10.94	11.10	14.36	3.7	55 Laurel Re.		
9.44	9.44	12.33	1.0	45 McCread		
PHYSI. & OCCUP. THERAPIST ASST.		20.02	20.71	26.48	195.4	
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Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
PHYSICIANS ASST.	17	41.31	77.04	88.46	0.5	5 Frederic Memo.
		65.83	65.83	73.57	13.1	54 So. MD.
		46.33	54.17	62.38	3.5	55 Laurel Re.
		52.39	52.39	61.67	1.9	19 Pen.Gen.
		48.10	48.63	59.69	19.9	7 St.Joe
		42.78	48.64	56.69	19.7	3 P.G.Gen.
		42.70	48.31	56.66	14.0	5050 Shady Grove
		42.27	47.88	56.57	4.6	33 Carroll,
		44.62	45.95	56.53	6.0	2 Univ. MD.
		43.96	45.29	55.47	14.7	4 Holy Cross
		45.36	46.94	55.08	2.9	43 BW Medical Ctr
		42.11	44.77	54.45	40.0	9 Hopkins Hosp
		39.79	45.60	54.19	11.8	16 Wash.Adv.
		40.59	45.01	53.25	13.6	44 G.B.M.C
		39.81	43.06	52.19	22.3	24 Union Mem.
		43.97	43.99	52.18	36.2	12 Sinai Hosp.
		41.13	42.95	51.77	5.6	34 Harbor
		39.62	43.54	51.37	35.6	15 Franklin Sqr.
		37.89	41.37	50.74	7.7	13 Bon Secour
		39.79	42.26	50.58	36.1	2004 Good Sam.
		36.28	40.12	49.33	33.8	29 Bayview
		38.02	41.43	49.16	3.4	48 Howard
		37.90	40.88	49.05	24.3	11 St. Agnes
		39.76	39.77	49.00	7.9	2001 Kernan
		40.93	40.93	48.55	1.9	32 Cecil County
		36.24	37.75	47.61	8.9	38 MD.General
		40.08	39.36	46.42	6.2	51 Drs. P.G.
		37.65	37.65	45.01	1.0	40 Northwest
		35.90	36.81	44.07	12.4	8 Mercy
		32.00	32.00	38.99	0.1	30 Chester River
PHYSICIANS ASST.		41.84	45.34	54.02	409.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
RADIOLOGIC TECHNOLOGIST (RRT REG.)	36	33.73	37.90	45.61	37.9	16 Wash.Adv.
		29.40	32.35	41.89	15.6	22 Suburban
		32.29	32.92	41.38	70.1	2 Univ. MD.
		29.69	33.89	40.98	33.5	12 Sinai Hosp.
		30.28	33.99	40.73	35.4	5050 Shady Grove
		29.50	32.48	40.67	28.7	29 Bayview
		31.64	34.19	40.11	11.8	55 Laurel Re.
		28.52	31.13	40.06	16.4	38 MD.General
		29.84	33.72	40.01	29.6	3 P.G.Gen.
		28.22	33.23	39.61	17.1	39 Calvert Mem.
		28.47	31.84	39.34	18.9	34 Harbor
		27.30	32.63	39.07	12.4	18 Montgy. Gen.
		27.49	32.40	39.06	26.4	15 Franklin Sqr.
		30.04	32.22	38.96	30.8	8 Mercy
		31.31	31.81	38.40	11.4	33 Carroll,
		26.02	30.55	38.27	82.8	9 Hopkins Hosp
		26.78	30.45	38.05	24.3	4 Holy Cross
		27.19	30.96	38.04	19.1	2004 Good Sam.
		27.73	30.44	37.23	16.1	30 Chester River
		27.13	30.38	37.17	20.4	28 St. Marys
		28.53	30.45	36.94	19.5	32 Cecil County
		26.46	30.19	36.93	21.0	23 A.Arundel
		28.24	30.16	36.73	31.3	44 G.B.M.C
		28.98	28.98	36.71	8.1	2001 Kernan
		24.61	30.19	36.49	7.9	60 Ft. Washington
		26.89	29.14	36.45	10.2	6 Harford Memo.
		27.67	29.79	36.25	40.1	11 St. Agnes
		27.65	29.74	36.23	10.7	40 Northwest
		28.11	29.84	36.19	16.6	48 Howard
		26.59	29.50	36.03	22.5	5 Frederic Memo.
		27.23	29.71	36.01	16.9	43 BW Medical Ctr
		26.12	28.59	35.93	15.3	24 Union Mem.
		27.16	28.97	34.93	26.5	51 Drs. P.G.
		26.38	27.81	34.92	24.8	49 Upper Chesapea
		27.67	30.24	34.88	16.1	54 So. MD.
		26.91	27.65	34.82	7.3	13 Bon Secour
		23.26	25.39	33.56	19.6	37 Easton
		23.98	26.02	32.73	9.8	10 Dochester Hosp
		22.13	24.12	32.38	14.5	25 Cumberland
		21.61	25.05	32.03	24.9	1 Washington Co.
		24.46	26.36	31.76	14.1	35 Civista M. C
		22.65	24.22	31.63	29.6	27 Braddock Hosp
		22.75	24.85	31.04	30.3	19 Pen.Gen.
		20.33	22.51	29.82	10.1	17 Garrett
		23.41	24.54	29.66	23.2	61 Atlantic G.
		19.68	21.22	27.47	11.4	7 St.Joe
		20.84	21.88	25.76	5.6	45 McCread
RADIOLOGIC TECHNOLOGIST (RRT REG.)		26.87	29.50	36.36	1,046.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
RESPIRATORY THERAPIST(NBRT REG.)	39	29.90	37.71	46.86	21.0	7 St.Joe
		36.55	39.04	46.80	16.4	23 A.Arundel
		28.66	36.07	44.74	25.9	29 Bayview
		30.88	37.30	44.48	20.2	15 Franklin Sqr.
		34.07	34.43	43.14	41.8	2 Univ. MD.
		30.19	34.83	42.94	11.6	24 Union Mem.
		28.79	34.59	41.61	16.0	40 Northwest
		27.59	34.35	40.88	1.1	51 Drs. P.G.
		33.20	33.99	40.87	11.9	33 Carroll,
		29.71	34.04	40.79	8.4	5050 Shady Grove
		29.66	33.37	40.07	15.8	43 BW Medical Ctr
		27.57	30.72	39.92	14.2	22 Suburban
		27.55	32.86	39.84	33.9	12 Sinai Hosp.
		27.20	32.58	39.68	22.6	16 Wash.Adv.
		28.50	32.14	39.56	7.4	10 Dochester Hosp
		29.21	33.13	39.49	8.9	39 Calvert Mem.
		30.91	33.18	39.40	38.6	3 P.G.Gen.
		29.64	31.90	39.08	14.7	2004 Good Sam.
		27.56	30.13	38.91	8.9	38 MD.General
		27.25	29.99	38.72	16.3	37 Easton
		29.27	31.27	38.71	3.6	34 Harbor
		31.34	32.78	38.54	13.4	55 Laurel Re.
		26.31	30.69	38.33	23.2	4 Holy Cross
		24.99	31.22	38.12	22.2	19 Pen.Gen.
		27.18	31.57	38.12	13.4	48 Howard
		23.05	30.28	37.96	100.1	9 Hopkins Hosp
		27.80	31.61	37.92	6.3	18 Montgy. Gen.
		29.25	31.08	37.74	14.3	11 St. Agnes
		29.52	29.52	37.33	7.6	2001 Kernan
		27.79	30.59	37.20	18.8	44 G.B.M.C
		26.97	32.05	36.86	13.0	54 So. MD.
		27.49	29.48	36.83	4.2	6 Harford Memo.
		28.80	29.36	36.65	7.5	49 Upper Chesapea
		26.20	29.84	36.57	10.8	28 St. Marys
		26.25	30.18	36.47	3.9	60 Ft. Washington
		29.36	29.91	36.39	2.5	8 Mercy
		23.82	28.96	36.39	24.9	1 Washington Co.
		25.71	28.78	35.23	22.2	5 Frederic Memo.
		27.32	28.53	35.08	5.5	30 Chester River
		25.95	27.47	34.61	10.2	13 Bon Secour
		23.60	24.96	33.36	18.4	25 Cumberland
		25.90	26.95	32.41	6.3	35 Civista M. C
		25.10	26.04	32.06	1.2	32 Cecil County
		24.56	26.53	31.80	12.7	61 Atlantic G.
		21.98	23.43	30.70	23.2	27 Braddock Hosp
		20.54	21.72	28.93	4.6	17 Garrett
		20.11	22.32	26.24	1.6	45 McCread
RESPIRATORY THERAPIST(NBRT REG.)		27.68	30.93	37.96	751.4	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title =====	Job Code =====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
RESPIRATORY THERAPY TECH. (CERT.)	38	38.05	38.05	47.04	2.7	2001 Kernan
		28.06	34.62	42.10	11.3	2004 Good Sam.
		25.76	33.65	40.07	3.2	39 Calvert Mem.
		26.61	31.80	39.54	6.3	24 Union Mem.
		27.83	30.06	38.83	1.7	38 MD.General
		28.74	30.32	38.36	40.8	2 Univ. MD.
		26.53	31.67	38.26	17.5	15 Franklin Sqr.
		28.49	33.20	38.11	7.6	54 So. MD.
		24.54	31.15	38.08	15.3	16 Wash.Adv.
		26.15	31.10	37.94	3.2	23 A.Arundel
		27.60	31.58	37.81	14.9	51 Drs. P.G.
		25.68	30.39	37.73	11.2	34 Harbor
		24.88	31.24	37.51	2.5	18 Montgy. Gen.
		28.94	29.99	37.37	6.4	49 Upper Chesapea
		27.65	30.74	37.35	22.3	11 St. Agnes
		24.32	29.29	37.06	24.1	29 Bayview
		27.56	29.83	36.26	14.1	32 Cecil County
		26.69	29.85	36.12	11.4	5050 Shady Grove
		29.31	29.60	35.91	6.8	33 Carroll,
		26.93	29.42	35.85	15.8	8 Mercy
		25.67	29.45	35.75	8.4	48 Howard
		26.64	29.30	35.56	6.2	43 BW Medical Ctr
		25.30	28.59	34.95	8.6	40 Northwest
		22.76	27.40	34.64	3.1	1 Washington Co.
		24.98	27.17	34.47	11.5	7 St.Joe
		23.74	27.77	34.29	20.9	19 Pen.Gen.
		24.34	27.50	33.90	7.5	12 Sinai Hosp.
		24.73	26.57	33.55	4.8	6 Harford Memo.
		23.41	25.42	33.54	7.0	22 Suburban
		22.93	27.06	33.01	2.2	60 Ft. Washington
		23.44	25.75	31.93	1.0	30 Chester River
		25.18	26.01	31.37	2.7	35 Civista M. C
		17.64	23.36	30.80	2.7	17 Garrett
		23.28	23.78	30.33	0.8	13 Bon Secour
		20.39	22.74	28.57	1.6	5 Frederic Memo.
		19.69	21.24	27.23	2.6	4 Holy Cross
		14.55	17.26	23.14	6.6	9 Hopkins Hosp
		12.47	13.29	19.65	1.1	25 Cumberland
		13.55	14.13	18.89	1.1	44 G.B.M.C
RESPIRATORY THERAPY TECH. (CERT.)		24.74	27.98	34.69	339.6	
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Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title =====	Job Code ====	Base Rate =====	Rate wo/FB =====	Rate w/FB =====	Number FTEs =====	Hospital Number & Name =====
SECURITY OFFICER	41	28.64	28.64	34.77	1.0	60 Ft. Washington
		15.81	18.92	24.44	20.4	16 Wash.Adv.
		15.80	17.21	23.63	14.8	22 Suburban
		15.22	18.16	23.62	27.5	4 Holy Cross
		15.64	17.86	22.78	27.5	5050 Shady Grove
		16.70	18.14	22.77	12.0	18 Montgy. Gen.
		15.55	16.70	21.70	40.3	8 Mercy
		14.75	16.18	21.13	25.2	15 Franklin Sqr.
		14.58	15.36	21.07	63.3	24 Union Mem.
		14.74	16.08	21.04	10.8	32 Cecil County
		13.79	15.66	20.82	13.1	19 Pen.Gen.
		16.01	16.24	20.79	13.3	33 Carroll,
		12.43	13.96	20.74	8.1	37 Easton
		13.54	14.89	20.40	30.4	34 Harbor
		13.41	15.08	20.12	15.3	5 Frederic Memo.
		13.73	15.06	20.11	74.1	12 Sinai Hosp.
		12.15	14.35	20.08	19.2	1 Washington Co.
		13.18	14.48	19.98	59.9	9 Hopkins Hosp
		14.93	16.21	19.65	21.0	54 So. MD.
		13.14	14.24	19.49	31.2	2004 Good Sam.
		12.59	14.46	19.38	28.3	23 A.Arundel
		13.91	15.58	19.35	8.0	55 Laurel Re.
		12.80	15.14	19.34	30.1	11 St. Agnes
		13.27	14.52	19.33	25.8	40 Northwest
		13.62	13.89	19.32	19.0	49 Upper Chesapea
		13.08	14.61	19.29	18.5	43 BW Medical Ctr
		13.66	13.89	19.26	59.1	2 Univ. MD.
		12.66	14.09	19.19	12.2	28 St. Marys
		11.01	12.85	19.18	27.4	38 MD.General
		13.16	13.16	18.71	9.8	2001 Kernan
		12.65	13.37	18.68	10.2	6 Harford Memo.
		13.27	13.68	18.61	33.4	13 Bon Secour
		12.65	13.77	18.49	19.5	44 G.B.M.C
		12.05	13.14	18.37	6.8	10 Dochester Hosp
		12.09	13.35	18.23	15.4	7 St.Joe
		11.33	12.49	17.82	8.5	27 Braddock Hosp
		10.36	11.43	17.46	10.6	25 Cumberland
		11.35	12.14	16.13	9.4	39 Calvert Mem.
		10.84	11.60	15.96	9.8	30 Chester River
		10.82	11.51	15.49	8.1	35 Civista M. C
		8.10	8.75	11.57	3.4	45 McCread
SECURITY OFFICER		13.63	14.90	19.96	901.6	
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Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
SOCIAL WORKER (B.S.)	26	29.98	33.09	41.37	4.7	29 Bayview
		27.31	28.37	34.61	5.2	11 St. Agnes
		24.84	26.11	34.32	9.5	38 MD.General
		27.32	28.05	34.19	3.9	48 Howard
		21.21	27.06	33.19	3.8	32 Cecil County
		25.73	26.73	33.07	2.0	23 A.Arundel
		25.69	25.69	32.56	2.3	6 Harford Memo.
		23.63	25.88	31.96	1.0	44 G.B.M.C
		25.20	25.73	31.60	1.4	43 BW Medical Ctr
		23.06	23.87	30.86	31.0	2 Univ. MD.
		24.02	24.02	30.80	2.9	24 Union Mem.
		23.63	24.01	30.60	3.3	13 Bon Secour
		23.42	23.68	30.49	5.3	1 Washington Co.
		24.32	24.32	30.14	1.7	15 Franklin Sqr.
		22.74	23.35	29.97	2.4	7 St.Joe
		23.58	23.58	29.85	4.0	2004 Good Sam.
		23.64	23.64	29.45	3.7	40 Northwest
		21.60	21.60	29.41	1.8	25 Cumberland
		22.94	22.94	29.39	0.4	34 Harbor
		23.36	23.36	29.38	1.9	19 Pen.Gen.
		23.58	23.58	28.97	1.6	51 Drs. P.G.
		21.69	21.69	28.06	4.2	49 Upper Chesapea
		19.33	19.90	26.55	4.1	27 Braddock Hosp
		20.74	21.30	26.21	1.3	35 Civista M. C
		20.78	20.78	25.73	1.0	18 Montgy. Gen.
		20.24	20.38	25.47	1.0	33 Carroll,
		18.33	19.67	25.27	17.8	16 Wash.Adv.
		17.38	17.66	23.59	15.9	9 Hopkins Hosp
		17.20	17.46	22.55	2.6	8 Mercy
SOCIAL WORKER (B.S.)		22.98	23.71	29.99	141.4	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
SOCIAL WORKER (M.S.W.)	25	75.00	75.00	90.13	1.1	38 MD.General
		35.07	35.18	42.06	5.5	5050 Shady Grove
		30.11	32.14	41.64	8.1	22 Suburban
		27.45	32.32	39.31	3.4	28 St. Marys
		28.75	29.98	37.96	35.1	2 Univ. MD.
		28.58	31.67	37.29	3.8	55 Laurel Re.
		29.08	29.16	35.65	1.9	5 Frederic Memo.
		27.47	28.36	35.60	9.4	4 Holy Cross
		23.82	27.39	35.41	1.2	17 Garrett
		28.17	28.48	35.10	9.7	16 Wash.Adv.
		28.10	28.54	35.08	5.5	23 A.Arundel
		25.45	28.52	34.36	4.8	39 Calvert Mem.
		26.34	26.87	34.31	42.7	29 Bayview
		25.39	26.91	34.10	27.2	1 Washington Co.
		25.41	27.69	33.78	2.8	48 Howard
		26.33	26.38	33.45	10.0	24 Union Mem.
		26.47	26.47	33.44	2.4	6 Harford Memo.
		26.11	26.26	33.39	76.0	9 Hopkins Hosp
		27.08	27.13	33.33	8.9	40 Northwest
		26.56	26.98	33.19	7.1	44 G.B.M.C
		24.90	26.70	32.82	8.1	8 Mercy
		24.69	25.46	32.45	9.7	7 St.Joe
		25.78	25.78	32.29	8.9	2004 Good Sam.
		25.89	25.89	32.20	1.6	19 Pen.Gen.
		26.01	26.37	32.03	5.1	18 Montgy. Gen.
		25.27	25.56	31.75	32.0	12 Sinai Hosp.
		25.84	25.88	31.74	8.0	11 St. Agnes
		27.16	27.22	31.61	3.8	54 So. MD.
		25.23	25.48	31.33	6.6	43 BW Medical Ctr
		24.41	24.52	31.19	11.8	13 Bon Secour
		24.41	24.54	31.18	7.0	34 Harbor
		25.25	25.25	31.16	16.4	15 Franklin Sqr.
		23.07	23.19	31.09	4.3	37 Easton
		25.45	25.73	31.06	0.9	35 Civista M. C
		25.30	25.30	30.87	0.3	51 Drs. P.G.
		22.66	22.66	30.66	3.0	25 Cumberland
		24.30	24.30	29.91	10.0	33 Carroll,
		20.99	21.65	28.61	5.1	27 Braddock Hosp
		22.00	22.00	28.41	1.0	49 Upper Chesapea
		19.50	19.50	25.46	1.0	10 Dochester Hosp
SOCIAL WORKER (M.S.W.)		27.12	27.86	34.66	411.2	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
SPECIAL PROCEDURES TECHNOLOGIST	42	34.93	47.39	57.94	12.9	4 Holy Cross
		36.49	51.05	57.50	10.9	54 So. MD.
		34.98	47.01	55.40	2.5	48 Howard
		34.26	42.19	53.76	9.5	22 Suburban
		33.06	45.78	53.51	3.2	51 Drs. P.G.
		36.23	45.26	53.28	3.1	18 Montgy. Gen.
		35.44	43.19	50.94	4.3	43 BW Medical Ctr
		35.34	41.23	50.13	15.3	24 Union Mem.
		33.33	42.12	49.80	3.3	15 Franklin Sqr.
		33.71	41.00	48.89	3.4	28 St. Marys
		31.93	40.01	47.88	7.7	23 A.Arundel
		32.48	39.00	46.31	4.4	5050 Shady Grove
		28.43	36.99	45.78	3.4	29 Bayview
		35.63	37.98	45.38	8.2	5 Frederic Memo.
		31.68	37.77	45.28	3.9	12 Sinai Hosp.
		29.59	36.58	44.64	3.4	34 Harbor
		34.04	36.73	44.44	6.1	2004 Good Sam.
		31.46	35.75	44.18	45.6	9 Hopkins Hosp
		32.90	36.56	44.06	6.6	11 St. Agnes
		31.86	35.57	43.01	10.5	16 Wash.Adv.
		33.41	33.72	42.90	2.0	37 Easton
		32.30	33.93	41.78	8.0	49 Upper Chesapea
		31.67	32.75	41.18	10.7	2 Univ. MD.
		31.78	34.24	41.15	3.0	33 Carroll,
		30.67	32.70	40.97	36.1	7 St.Joe
		28.01	32.81	39.68	3.4	44 G.B.M.C
		29.02	32.34	39.12	15.1	40 Northwest
		29.21	29.61	37.10	4.6	13 Bon Secour
		27.59	28.70	36.09	1.8	1 Washington Co.
		26.67	29.31	36.00	19.1	19 Pen.Gen.
		23.43	25.60	34.12	1.3	25 Cumberland
		20.77	25.70	33.85	4.2	38 MD.General
		25.58	27.58	33.09	1.1	35 Civista M. C
		23.27	25.42	33.04	1.3	27 Braddock Hosp
		20.85	21.51	26.57	0.9	39 Calvert Mem.
		17.92	20.02	25.46	18.6	30 Chester River
SPECIAL PROCEDURES TECHNOLOGIST		30.55	35.70	43.45	299.0	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
SPEECH LANGUAGE PATHOLOGIST/AUDIO.	67	38.50	39.75	50.82	1.7	22 Suburban
		40.66	40.99	50.70	2.2	7 St.Joe
		32.29	39.36	46.90	1.0	8 Mercy
		34.43	37.68	45.36	2.0	16 Wash.Adv.
		32.71	35.35	43.80	2.0	4 Holy Cross
		36.54	36.54	43.77	1.3	40 Northwest
		36.37	36.52	43.14	2.6	3 P.G.Gen.
		34.80	34.80	42.53	0.3	10 Dochester Hosp
		34.98	35.29	42.43	5.1	44 G.B.M.C
		33.04	34.29	42.25	1.0	6 Harford Memo.
		30.89	32.84	42.00	3.4	38 MD.General
		34.08	34.39	41.61	2.3	23 A.Arundel
		33.82	33.84	40.93	8.2	12 Sinai Hosp.
		31.78	34.04	40.66	0.9	18 Montgy. Gen.
		33.81	34.12	40.02	1.5	55 Laurel Re.
		30.31	30.49	39.86	2.9	25 Cumberland
		32.43	32.43	39.67	8.3	2004 Good Sam.
		32.43	32.43	39.43	1.1	28 St. Marys
		31.11	31.11	39.12	3.0	29 Bayview
		32.37	32.48	39.07	3.3	43 BW Medical Ctr
		31.50	32.13	38.95	2.7	11 St. Agnes
		30.83	30.83	38.47	5.8	1 Washington Co.
		30.63	30.63	38.08	1.3	49 Upper Chesapea
		29.91	31.01	37.89	4.5	19 Pen.Gen.
		30.32	30.32	37.87	2.1	24 Union Mem.
		29.56	29.93	37.56	6.7	9 Hopkins Hosp
		30.42	31.29	37.44	2.4	39 Calvert Mem.
		30.90	30.90	36.73	0.8	35 Civista M. C
		29.22	30.20	36.63	3.4	15 Franklin Sqr.
		27.70	27.81	36.27	2.3	37 Easton
27.50	27.50	34.49	1.0	34 Harbor		
25.60	27.38	33.38	4.4	5050 Shady Grove		
26.22	26.61	32.57	3.5	48 Howard		
SPEECH LANGUAGE PATHOLOGIST/AUDIO.		32.05	32.89	40.32	95.1	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
STAFF & CLINICAL PHARMACIST	43	54.03	59.91	71.01	21.7	11 St. Agnes
		52.60	53.75	65.59	52.4	2 Univ. MD.
		46.93	54.30	64.80	6.0	6 Harford Memo.
		49.77	52.17	63.75	2.0	17 Garrett
		48.46	53.38	62.80	19.9	23 A.Arundel
		49.32	52.94	62.63	4.5	30 Chester River
		45.89	51.38	62.63	20.4	4 Holy Cross
		49.50	52.48	62.43	10.4	34 Harbor
		44.13	51.70	61.76	13.3	1 Washington Co.
		48.22	52.28	61.65	21.4	16 Wash.Adv.
		48.34	51.44	61.60	21.9	24 Union Mem.
		49.51	52.21	61.10	10.1	18 Montgy. Gen.
		44.62	48.03	60.80	13.5	22 Suburban
		42.53	49.30	60.79	13.9	38 MD.General
		49.78	52.04	60.73	19.5	43 BW Medical Ctr
		49.57	51.39	60.71	18.5	2004 Good Sam.
		49.69	51.79	60.50	22.1	15 Franklin Sqr.
		44.68	49.94	59.71	12.3	49 Upper Chesapea
		47.41	50.37	59.42	19.9	19 Pen.Gen.
		46.38	50.66	59.37	12.4	5 Frederic Memo.
		48.25	48.31	59.27	12.0	37 Easton
		49.35	50.15	58.88	17.9	40 Northwest
		46.77	48.58	58.79	122.0	9 Hopkins Hosp
		45.56	47.84	58.76	25.3	7 St.Joe
		45.58	48.32	58.61	22.4	29 Bayview
		48.28	50.10	58.56	3.5	60 Ft. Washington
		45.08	49.74	58.51	20.8	44 G.B.M.C
		46.34	49.53	58.31	6.7	28 St. Marys
		47.51	47.56	57.86	3.6	2001 Kernan
		47.77	49.12	57.75	19.0	8 Mercy
		44.60	45.61	57.64	7.8	25 Cumberland
		47.51	51.01	57.46	6.5	54 So. MD.
		48.42	48.63	57.43	14.8	33 Carroll,
		46.35	49.07	57.15	8.1	51 Drs. P.G.
		47.79	47.91	57.15	3.3	10 Dochester Hosp
		42.91	45.54	56.74	11.7	27 Braddock Hosp
		46.96	48.78	56.37	5.4	55 Laurel Re.
		46.73	49.23	56.23	3.2	61 Atlantic G.
		45.31	47.90	56.21	17.1	5050 Shady Grove
		47.48	47.48	55.77	2.4	8994 U. UMCC
		44.32	47.53	55.51	9.5	39 Calvert Mem.
		44.52	46.98	55.38	16.2	48 Howard
		44.23	47.14	55.01	12.2	3 P.G.Gen.
		43.04	45.30	53.39	5.6	32 Cecil County
		43.12	43.90	52.08	48.8	12 Sinai Hosp.
		42.21	43.24	50.25	4.2	35 Civista M. C
STAFF & CLINICAL PHARMACIST		46.90	49.69	59.11	765.8	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
STATIONARY ENGINEER LICENSED	44	26.40	28.16	36.84	9.1	22 Suburban
		27.16	30.01	36.34	4.7	43 BW Medical Ctr
		29.32	29.32	35.09	2.0	3 P.G.Gen.
		26.70	29.06	35.05	5.4	18 Montgy. Gen.
		24.54	27.56	32.72	3.8	55 Laurel Re.
		23.85	26.41	32.71	5.6	23 A.Arundel
		23.45	25.65	32.41	10.0	4 Holy Cross
		24.49	25.06	32.25	8.4	2 Univ. MD.
		25.37	27.66	32.08	5.3	54 So. MD.
		22.96	25.71	32.01	3.6	16 Wash.Adv.
		22.62	24.36	31.47	5.2	29 Bayview
		21.97	24.80	30.77	9.2	44 G.B.M.C
		23.81	24.79	30.73	6.2	40 Northwest
		23.68	25.03	30.57	4.5	51 Drs. P.G.
		21.99	24.49	30.50	6.0	5 Frederic Memo.
		21.02	24.33	30.46	4.2	19 Pen.Gen.
		22.47	23.74	30.44	5.2	7 St.Joe
		23.25	23.65	30.26	5.6	49 Upper Chesapea
		20.89	24.41	30.25	5.2	32 Cecil County
		22.43	24.48	30.19	5.9	48 Howard
		23.64	24.55	29.95	1.1	39 Calvert Mem.
		20.32	22.01	29.77	3.0	37 Easton
		20.77	23.69	29.21	5.3	11 St. Agnes
		22.18	22.18	28.97	4.2	2001 Kernan
		21.95	22.89	28.31	14.2	33 Carroll,
		20.08	21.84	28.07	4.0	10 Dochester Hosp
		18.66	21.32	27.86	6.2	1 Washington Co.
		19.12	19.93	27.27	4.6	38 MD.General
		19.66	20.61	26.83	7.2	6 Harford Memo.
		20.44	21.15	26.05	7.0	35 Civista M. C
		16.38	17.63	24.75	5.2	25 Cumberland
		16.67	18.11	24.44	6.6	27 Braddock Hosp
STATIONARY ENGINEER LICENSED		22.44	24.21	30.46	183.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
SURGICAL TECH.	46	27.19	30.39	36.29	12.0	3 P.G.Gen.
		25.85	28.20	34.79	30.2	16 Wash.Adv.
		16.24	27.36	33.35	9.5	60 Ft. Washington
		23.63	27.72	32.89	7.5	55 Laurel Re.
		24.51	26.85	32.58	14.1	51 Drs. P.G.
		23.85	25.23	32.43	32.6	2 Univ. MD.
		24.28	27.70	32.13	20.0	54 So. MD.
		20.83	25.30	31.47	36.1	23 A.Arundel
		21.11	23.48	31.20	26.9	22 Suburban
		22.90	25.15	30.90	25.6	5050 Shady Grove
		20.82	24.36	30.42	29.9	12 Sinai Hosp.
		21.96	24.36	30.22	40.8	8 Mercy
		20.98	23.41	30.12	32.2	24 Union Mem.
		21.88	22.65	29.13	3.9	6 Harford Memo.
		19.81	23.42	29.05	20.9	43 BW Medical Ctr
		19.37	22.25	28.90	19.9	1 Washington Co.
		21.10	22.55	28.71	15.1	2004 Good Sam.
		20.70	22.92	28.61	10.1	32 Cecil County
		18.28	22.13	28.49	31.0	34 Harbor
		19.19	20.86	28.33	9.7	38 MD.General
		20.60	22.81	28.32	22.8	48 Howard
		18.81	22.91	28.13	6.7	18 Montgy. Gen.
		22.96	23.33	28.07	14.4	8992 U. MIEMSS
		19.77	21.65	27.98	25.5	7 St.Joe
		20.54	21.93	27.49	37.6	15 Franklin Sqr.
		19.47	21.37	27.23	3.2	28 St. Marys
		19.85	21.51	27.21	31.5	5 Frederic Memo.
		20.40	20.40	26.95	5.1	2001 Kernan
		18.34	20.35	26.93	10.0	29 Bayview
		18.48	20.44	26.75	67.1	9 Hopkins Hosp
		19.27	20.86	26.38	55.3	44 G.B.M.C
		19.72	20.69	26.19	15.6	40 Northwest
		19.52	20.98	25.97	11.3	39 Calvert Mem.
		17.98	20.19	25.86	34.6	19 Pen.Gen.
		17.74	19.77	25.68	5.1	13 Bon Secour
		18.13	19.07	25.13	21.5	49 Upper Chesapea
		19.44	20.07	25.12	14.5	33 Carroll,
		12.28	17.86	24.51	2.3	17 Garrett
		16.22	18.74	24.30	65.2	4 Holy Cross
		17.52	19.43	24.29	48.9	11 St. Agnes
		16.24	18.78	23.46	7.3	61 Atlantic G.
		17.23	18.75	23.42	7.0	35 Civista M. C
		14.77	15.62	22.39	30.8	25 Cumberland
		14.62	16.22	22.22	21.5	27 Braddock Hosp
		14.06	14.84	21.73	14.4	37 Easton
		12.78	15.01	20.45	2.0	10 Dochester Hosp
SURGICAL TECH.		19.59	21.95	27.87	1,009.2	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
TELEPHONE OPERATOR	48	15.42	16.61	22.91	7.0	22 Suburban
		14.02	14.77	20.30	1.0	9 Hopkins Hosp
		12.66	14.28	20.06	11.1	29 Bayview
		13.95	14.98	20.04	9.1	16 Wash.Adv.
		13.61	14.98	19.96	11.4	23 A.Arundel
		14.10	14.83	19.68	12.6	40 Northwest
		12.95	14.72	19.58	7.6	4 Holy Cross
		12.74	14.12	19.23	4.3	28 St. Marys
		13.77	13.77	19.19	5.7	49 Upper Chesapea
		11.47	13.36	18.97	6.8	1 Washington Co.
		12.97	14.32	18.85	9.6	5050 Shady Grove
		13.51	14.64	18.83	8.4	18 Montgy. Gen.
		14.16	15.09	18.81	5.1	55 Laurel Re.
		12.97	14.20	18.60	14.7	51 Drs. P.G.
		10.90	11.93	18.46	5.6	37 Easton
		14.34	15.12	18.46	7.6	54 So. MD.
		12.30	13.30	18.15	15.3	12 Sinai Hosp.
		12.39	13.68	18.10	6.5	48 Howard
		12.11	13.20	18.04	8.7	5 Frederic Memo.
		11.96	13.38	18.01	13.1	8 Mercy
		12.50	13.31	17.97	8.1	32 Cecil County
		12.78	13.15	17.68	15.2	43 BW Medical Ctr
		12.24	13.01	17.64	7.4	44 G.B.M.C
		10.61	11.40	17.53	12.9	38 MD.General
		10.73	11.48	17.52	5.4	25 Cumberland
		11.89	12.69	17.51	12.9	19 Pen.Gen.
		13.31	13.32	17.49	5.8	33 Carroll,
		12.26	12.64	17.39	5.0	7 St.Joe
		11.11	11.98	17.27	12.7	24 Union Mem.
		10.94	12.00	17.24	4.0	27 Braddock Hosp
		11.16	12.05	17.22	9.8	34 Harbor
		12.38	13.28	17.17	10.7	3 P.G.Gen.
		11.49	12.01	17.14	5.5	6 Harford Memo.
		10.89	11.92	17.00	2.0	10 Dochester Hosp
		11.78	11.98	16.65	6.0	13 Bon Secour
		10.44	11.37	16.31	7.5	2004 Good Sam.
		11.09	11.79	16.28	7.0	15 Franklin Sqr.
		10.99	11.93	16.24	3.3	60 Ft. Washington
		11.30	11.30	16.24	1.1	2 Univ. MD.
		11.64	12.05	15.77	9.5	11 St. Agnes
		10.49	11.10	15.40	2.7	30 Chester River
		10.82	11.32	15.28	10.5	35 Civista M. C
		10.33	11.20	15.09	6.4	39 Calvert Mem.
		9.08	9.96	12.89	1.4	45 McCread
TELEPHONE OPERATOR		12.15	13.03	17.82	343.7	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
TOTAL	77	26.65	28.86	37.68	1,209.9	22 Suburban
		28.67	29.68	37.61	4,256.9	2 Univ. MD.
		26.63	29.35	36.07	1,349.8	16 Wash.Adv.
		26.29	28.39	35.90	1,862.4	7 St.Joe
		29.56	30.19	35.65	444.8	8992 U. MIEMSS
		25.80	28.50	35.04	1,797.8	23 A.Arundel
		26.10	28.64	34.78	1,505.2	5050 Shady Grove
		28.60	28.95	34.74	166.5	8994 U. UMCC
		20.83	28.15	34.22	247.6	60 Ft. Washington
		24.83	26.72	33.83	1,944.2	24 Union Mem.
		26.35	26.37	33.74	565.2	2001 Kernan
		23.52	26.64	33.58	2,167.4	4 Holy Cross
		23.30	26.21	33.57	2,639.6	29 Bayview
		24.32	26.44	33.30	1,144.0	34 Harbor
		24.84	27.59	33.15	1,384.0	3 P.G.Gen.
		24.27	26.00	33.08	8,465.6	9 Hopkins Hosp
		24.20	27.27	33.05	1,012.5	51 Drs. P.G.
		22.14	24.65	32.66	1,069.7	38 MD.General
		24.28	26.47	32.62	2,062.9	44 G.B.M.C
		24.31	26.23	32.49	2,984.0	12 Sinai Hosp.
		24.20	26.75	32.45	727.9	18 Montgy. Gen.
		24.24	25.54	32.38	1,020.3	49 Upper Chesapea
		23.65	25.83	32.35	1,726.2	2004 Good Sam.
		23.79	26.41	32.34	1,155.6	48 Howard
		24.06	26.11	32.10	2,309.0	15 Franklin Sqr.
		24.46	26.99	32.08	506.5	55 Laurel Re.
		23.92	26.11	32.01	2,056.3	11 St. Agnes
		23.99	25.75	31.80	1,222.1	40 Northwest
		22.69	25.64	31.64	1,941.8	8 Mercy
		23.33	25.61	31.48	1,763.6	43 BW Medical Ctr
		24.79	25.62	31.40	1,167.4	33 Carroll,
		23.07	24.54	31.26	599.8	6 Harford Memo.
		23.20	25.09	31.16	1,491.6	5 Frederic Memo.
		22.38	24.83	31.05	746.8	28 St. Marys
		23.62	24.62	30.91	667.0	13 Bon Secour
		21.83	22.99	30.87	901.3	37 Easton
		23.09	25.26	30.74	639.6	39 Calvert Mem.
		21.04	23.88	30.71	1,710.5	1 Washington Co.
		22.29	24.41	30.55	2,066.5	19 Pen.Gen.
		22.56	24.12	30.10	403.8	30 Chester River
		21.67	23.35	29.08	734.7	32 Cecil County
		21.20	22.34	28.63	316.8	10 Dochester Hosp
		21.75	24.33	28.47	1,252.7	54 So. MD.
		19.30	20.30	27.88	801.9	25 Cumberland
		19.82	20.74	27.54	922.1	27 Braddock Hosp
		18.20	19.97	26.92	265.9	17 Garrett
		19.83	21.46	26.35	430.1	61 Atlantic G.
		19.92	21.41	26.34	636.9	35 Civista M. C
		16.84	18.28	21.86	127.2	45 McCread
TOTAL		23.47	25.50	31.82	68,591.7	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
ULTRASOUND TECHNOLOGIST	49	36.69	43.54	55.39	4.7	22 Suburban
		36.75	45.52	53.57	4.4	18 Montgy. Gen.
		38.39	44.97	52.95	5.8	5050 Shady Grove
		36.49	41.80	49.87	7.0	23 A.Arundel
		37.44	41.88	49.45	1.6	60 Ft. Washington
		34.46	38.04	46.96	11.0	4 Holy Cross
		32.10	37.71	46.60	12.8	29 Bayview
		32.66	39.03	46.53	9.3	5 Frederic Memo.
		33.87	36.65	44.22	6.2	16 Wash.Adv.
		33.50	36.45	43.82	14.7	12 Sinai Hosp.
		30.99	36.24	43.78	1.3	30 Chester River
		35.20	35.60	42.69	4.3	33 Carroll,
		32.18	35.38	42.53	15.0	44 G.B.M.C
		33.09	33.79	42.39	29.6	2 Univ. MD.
		31.88	33.60	42.03	7.4	7 St.Joe
		30.82	34.46	41.72	14.9	19 Pen.Gen.
		31.35	34.68	41.51	6.1	43 BW Medical Ctr
		29.49	31.66	40.66	4.5	38 MD.General
		31.80	33.72	40.62	8.8	8 Mercy
		31.21	33.54	40.44	7.8	40 Northwest
		32.33	33.53	40.31	6.7	48 Howard
		29.05	32.08	39.86	11.5	24 Union Mem.
		30.23	33.00	39.73	13.5	15 Franklin Sqr.
		30.23	34.58	39.60	7.5	54 So. MD.
		30.98	32.47	39.35	25.1	11 St. Agnes
		28.64	32.71	39.07	5.7	51 Drs. P.G.
		27.29	32.08	39.05	5.2	28 St. Marys
		29.67	31.44	38.90	10.0	34 Harbor
		28.72	32.18	38.86	8.5	32 Cecil County
		30.39	33.04	38.82	1.3	55 Laurel Re.
		26.83	32.29	38.55	3.0	39 Calvert Mem.
		28.41	30.63	38.36	42.2	9 Hopkins Hosp
		26.66	30.58	38.19	7.3	1 Washington Co.
		27.44	31.03	38.12	11.5	2004 Good Sam.
		28.91	30.62	38.07	11.1	49 Upper Chesapea
		26.66	29.41	38.07	3.2	37 Easton
		26.38	29.24	37.55	4.5	27 Braddock Hosp
		29.09	31.48	37.50	6.5	3 P.G.Gen.
		27.64	29.12	36.19	2.8	10 Dochester Hosp
		26.63	29.81	35.54	5.0	35 Civista M. C
		21.80	27.06	35.04	2.1	17 Garrett
		24.24	28.02	33.40	4.5	61 Atlantic G.
		23.02	24.48	32.80	5.7	25 Cumberland
		22.13	28.31	32.71	1.7	45 McCread
		25.38	25.67	32.53	0.8	13 Bon Secour
		22.00	24.05	30.71	8.6	6 Harford Memo.
ULTRASOUND TECHNOLOGIST		30.02	33.42	40.75	392.6	

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
 Two Week Pay Period(Included February 1st. 2007)
 Listed by Jobtitle, pay rate (Run date: 26JUL07)

Job Code Title	Job Code	Base Rate	Rate wo/FB	Rate w/FB	Number FTEs	Hospital Number & Name
UNIT CLERK/SECRETARY	50	15.03	16.13	22.32	28.2	22 Suburban
		15.22	16.52	21.77	35.6	16 Wash.Adv.
		14.52	16.43	21.57	39.5	23 A.Arundel
		14.36	17.05	21.54	23.8	18 Montgy. Gen.
		12.68	15.39	21.24	63.1	1 Washington Co.
		15.14	15.41	21.03	99.2	2 Univ. MD.
		13.94	15.41	20.97	12.8	6 Harford Memo.
		14.32	16.21	20.94	60.0	5050 Shady Grove
		15.16	15.81	20.71	147.0	8 Mercy
		12.98	13.93	20.70	34.3	37 Easton
		13.74	14.98	20.49	33.9	34 Harbor
		13.25	15.74	20.47	8.1	60 Ft. Washington
		15.07	16.19	20.42	76.3	3 P.G.Gen.
		14.72	15.73	20.29	42.2	51 Drs. P.G.
		14.64	16.29	20.14	28.1	55 Laurel Re.
		13.36	15.50	20.14	43.0	48 Howard
		13.51	14.56	19.96	9.4	10 Dochester Hosp
		14.17	14.20	19.89	29.5	2001 Kernan
		13.36	14.95	19.85	86.8	4 Holy Cross
		13.24	14.25	19.82	77.4	24 Union Mem.
		10.92	13.18	19.56	31.0	38 MD.General
		13.29	14.57	19.55	53.7	5 Frederic Memo.
		13.18	14.72	19.52	68.1	15 Franklin Sqr.
		14.40	14.64	19.39	0.6	30 Chester River
		13.14	14.47	19.28	70.5	40 Northwest
		12.76	13.95	19.17	41.6	2004 Good Sam.
		13.21	14.41	19.07	65.7	43 BW Medical Ctr
		12.79	13.47	18.85	28.0	49 Upper Chesapea
		14.72	14.89	18.77	28.8	8992 U. MIEMSS
		12.60	13.52	18.56	20.1	28 St. Marys
		12.14	13.54	18.46	84.9	19 Pen.Gen.
		12.82	13.57	18.46	88.3	12 Sinai Hosp.
		11.58	12.25	18.42	22.9	25 Cumberland
		12.42	14.09	18.41	12.7	61 Atlantic G.
		11.64	12.51	18.39	9.8	17 Garrett
		13.23	14.10	18.37	35.6	33 Carroll,
		14.11	14.52	18.36	5.1	8994 U. UMCC
		12.82	13.46	18.35	56.0	7 St.Joe
		11.99	13.48	18.15	21.8	32 Cecil County
		11.19	12.41	17.94	53.5	29 Bayview
		12.03	13.02	17.85	21.6	13 Bon Secour
		11.51	12.48	17.69	161.3	9 Hopkins Hosp
		12.15	13.02	17.66	64.6	44 G.B.M.C
		11.54	12.34	17.65	19.9	27 Braddock Hosp
		13.15	14.07	17.32	54.8	54 So. MD.
11.81	13.13	17.02	86.3	11 St. Agnes		
11.64	12.54	16.58	16.7	39 Calvert Mem.		
11.04	11.59	15.58	13.3	35 Civista M. C		
	8.83	8.83	11.66	1.9	45 McCread	
UNIT CLERK/SECRETARY	13.08	14.23	19.15	2,217.3		

Health Services Cost Review Commission
 Year 2007 Hospital Wage & Salary Survey Report 2
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 Listed by Jobtitle, pay rate (Run date: 26JUL07)

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	38.35	38.54	47.54	23.3	29 Bayview
		36.49	36.54	46.95	15.3	22 Suburban
		36.08	36.86	45.96	28.0	2 Univ. MD.
		37.51	37.84	45.46	18.5	23 A.Arundel
		37.59	38.16	44.97	3.6	3 P.G.Gen.
		38.43	38.43	44.83	2.0	55 Laurel Re.
		34.14	35.70	44.21	17.2	4 Holy Cross
		34.07	36.88	44.21	15.9	44 G.B.M.C
		34.36	34.36	42.91	15.4	7 St.Joe
		34.75	35.13	42.67	22.9	2004 Good Sam.
		34.63	34.63	41.96	5.7	30 Chester River
		33.89	33.89	41.89	22.6	24 Union Mem.
		33.37	33.37	41.71	9.5	2001 Kernan
		33.56	33.65	41.37	19.1	34 Harbor
		28.87	32.20	41.28	14.6	38 MD.General
		33.75	34.11	40.89	14.6	43 BW Medical Ctr
		30.79	34.08	40.80	2.5	60 Ft. Washington
		34.21	34.21	40.72	7.0	51 Drs. P.G.
		32.44	32.59	40.58	52.1	9 Hopkins Hosp
		32.66	33.26	40.39	20.9	19 Pen.Gen.
		33.76	33.76	40.34	3.2	18 Montgy. Gen.
		33.00	33.54	40.23	21.5	5050 Shady Grove
		32.93	32.98	39.97	19.0	12 Sinai Hosp.
		32.02	32.81	39.93	24.3	16 Wash.Adv.
		33.06	33.06	39.79	19.7	15 Franklin Sqr.
		32.03	32.94	39.77	17.9	8 Mercy
		33.33	33.35	39.73	6.6	39 Calvert Mem.
		32.39	32.70	39.61	18.0	11 St. Agnes
		30.59	32.45	39.45	8.6	28 St. Marys
		30.83	30.83	38.35	11.6	6 Harford Memo.
		30.51	30.51	37.94	14.3	49 Upper Chesapea
		29.66	29.73	37.24	9.7	13 Bon Secour
		29.70	30.44	36.86	10.7	48 Howard
		27.55	27.55	36.41	8.6	25 Cumberland
		29.80	30.01	36.36	14.9	33 Carroll,
		31.30	31.36	36.11	13.7	54 So. MD.
		30.33	30.34	35.90	3.7	61 Atlantic G.
		29.00	29.00	35.48	26.8	5 Frederic Memo.
		28.75	28.75	35.06	7.6	32 Cecil County
		28.25	28.25	34.57	3.4	40 Northwest
		26.22	26.24	34.51	6.0	37 Easton
		25.87	26.07	33.81	14.2	27 Braddock Hosp
		27.09	27.08	32.55	7.0	35 Civista M. C
		25.43	25.44	32.08	5.6	10 Dochester Hosp
		22.62	22.85	29.56	20.1	1 Washington Co.
		17.97	17.97	21.53	2.2	45 McCread
UTILIZ.REVIEW/QUAL.ASSUR.SPEC./CASE		31.61	32.05	39.23	649.5	