

## SUPPLEMENTAL COMPARATIVE SALARY DATA

As supplemental reference points to add to the state-level salary information provided in November from the Council of State Governments and National Center for State Courts, data has been collected from a set of other large public employers in the Mid-Atlantic region. In the summary that follows, this salary data is organized by state – first Delaware, and then Maryland, and Pennsylvania.

### Delaware Comparisons

Within Delaware, supplemental salary information is provided for the three counties of Kent, New Castle, and Sussex, the City of Wilmington, and the Delaware River and Bay Authority (based in New Castle, DE). As context for the salary information shown, population data is provided as an indicator of the size of each jurisdiction (as applicable), and median household income is provided as an indicator of community wealth.

	Population	Median Household Income
The State of Delaware	897,934	\$58,580
The City of Wilmington	70,852	\$36,842
Kent County	162,310	\$54,391
New Castle County	538,479	\$63,462
Sussex County	197,145	\$52,116
The Delaware River & Bay Authority	N/A	N/A

Source: 2010 U.S. Census, 2009-2011 American Community Survey 3-Year Estimates.

### New Castle County, DE

The following chart reflects the pay plan ranges for non-union unclassified service employees as adopted by New Castle County (Ordinance 11-061). The actual 2012 salaries within these ranges, as reported by the County Office of Human Resources, are also shown.

	Range	2012 Actual
Chief Financial Officer	\$92,344 - \$143,255	\$143,255
County Attorney	\$92,344 - \$143,255	\$143,255
Chief of Police	\$92,344 - \$143,255	\$129,936
Special Services (Public Works) General Manager	\$92,344 - \$143,255	\$129,936
Chief Administrative Officer	\$89,706 - \$138,464	--
County Solicitor	\$87,947 - \$136,433	\$136,433
Chief Human Resources Officer	\$83,759 - \$129,936	\$117,856
Chief of Administrative Services	\$83,759 - \$129,936	\$129,936
Community Services General Manager	\$83,759 - \$129,936	\$117,856
Director of Public Safety	\$83,759 - \$129,936	--

Notes: the duties of the Chief Administrative Officer are currently being performed by the County Attorney, and the duties of the Director of Public Safety by the Chief of Police.

Kent County, Sussex County, and the Delaware River & Bay Authority

For the following public employers, salary information was collected for the primary executive position.

Chief Administrative Officer	
Kent County	\$119,737 County Administrator
Sussex County	\$110,047 County Administrator
The Delaware River & Bay Authority	\$190,000 Executive Director

*Sources: the Public Information Officer at the Levy Court of Kent County, DE; the Director of Human Resources at Sussex County, DE; the Director of Human Resources at the Delaware River & Bay Authority.*

The City of Wilmington, DE

In Wilmington, a “declared rate” is adopted in each year’s Budget as the maximum for executive-level salaries. Except under extraordinary circumstances, the actual salary cannot be greater than the declared rate, but may range as low as 80% of the declared rate depending on an individual’s qualifications and the determination of the Mayor.

As of 2012, the declared salary rates for department heads, as indicated in the City’s adopted FY2013 Budget, and the actual current salary rates, as reported by the City’s Human Resources staff, are shown in the following chart:

	Declared	2012 Actual
Mayor	\$114,523	\$113,016
Chief of Staff	\$112,813	\$111,363
City Treasurer	\$112,017	\$110,593
City Solicitor	\$110,754	\$109,371
Director of Finance	\$109,271	\$107,787
Chief of Police	\$109,271	\$107,939
Director of Public Works	\$109,271	\$107,939
Chief of Fire	\$107,613	\$106,335
Director of Economic Development	\$107,206	\$101,865
Commissioner of Licenses and Inspections	\$104,622	\$102,246
Director of Human Resources	\$104,014	\$101,934
City Auditor	\$104,014	\$101,113
Director of Parks and Recreation	\$101,291	\$98,077
Director of Planning	\$101,291	\$99,505
Director of Real Estate and Housing	\$101,291	\$97,323

## Maryland Comparisons

Within Maryland, supplemental salary information is provided for public employers serving populations greater than 250,000 and located within the Baltimore-Towson Metropolitan Statistical Area geographically proximate to Delaware: Baltimore City, Anne Arundel County, Baltimore County, and Howard County. Again, as context for the salary information shown, population and median household income is provided.

	Population	Median Household Income
The City of Baltimore	620,961	\$39,561
Anne Arundel County	537,656	\$84,409
Baltimore County	805,029	\$64,814
Howard County	287,085	\$104,375

Source: 2010 U.S. Census, 2009-2011 American Community Survey 3-Year Estimates.

For these jurisdictions, salary data was collected for the Chief Executive, the Chief Financial Officer, and the Director of Economic Development (or equivalent).

	Chief Executive	Chief Financial Officer	Director of Economic Development
<b>Baltimore City</b>	\$159,380 Mayor (elected)	\$180,000 Director of Finance	
<b>Anne Arundel County</b>	\$130,000 County Executive (elected)	\$125,000 Controller	\$139,730 Director of Programming
	\$161,175 Chief Administrative Officer	\$99,580 Budget Officer	
<b>Baltimore County</b>	\$150,000 County Executive (elected)	\$161,892 Director, Office of Budget & Finance	\$185,000 Director of Economic Development
	\$190,000 County Administrative Officer		
<b>Howard County</b>	\$163,842 County Executive (elected)	\$131,685 Director of Finance	\$120,827 Director of Housing and Community Development
	\$184,496 Chief Administrative Officer		

Sources: the Classification and Compensation Division of the Department of Human Resources at the City of Baltimore, MD; the Office of Human Resources at Anne Arundel County, MD; the Office of Human Resources at Baltimore County, MD; the Office of Human Resources at Howard County, MD.

**Pennsylvania Comparisons**

Within Pennsylvania, supplemental salary information is provided for the following large public employers in the Southeast region of the state, geographically proximate to Delaware: City of Philadelphia, Chester County, and Delaware County. Again, as context for the salary information shown, population and median household income is provided.

	Population	Median Household Income
<b>City of Philadelphia</b>	1,526,006	\$35,956
<b>Chester County</b>	498,886	\$83,954
<b>Delaware County</b>	558,979	\$62,476

*Source: 2010 U.S. Census, 2009-2011 American Community Survey 3-Year Estimates.*

For these jurisdictions, salary data was collected for the Chief Executive, the Chief Financial Officer, and the Director of Economic Development (or equivalent).

	Chief Executive Officer	Chief Financial Officer	Director of Economic Development
<b>City of Philadelphia</b>	\$208,101 Mayor	\$165,741 Finance Director	\$160,000 Commerce Director
	\$171,000 Managing Director		
<b>Chester County</b>	\$165,625 Chief Operating Officer	\$99,000 Director of Financial Services	--
<b>Delaware County</b>	\$168,156 Executive Director	\$46,000 Controller (part-time, elected)	\$150,422 Director of Economic Development
		\$90,515 Budget Director	
		\$102,573 Treasurer	

*Sources: Office of Labor Relations at the City of Philadelphia; the Compensation Supervisor at Chester County, PA; the Personnel Department at Delaware County, PA.*

## SUPPLEMENTAL COMPARATIVE SALARY DATA

### Federal Judicial Salaries

The annual salaries of U.S. District Court Judges are set at levels equivalent to pay for U.S. Senators and Members of the House of Representatives: \$174,000 for 2012. No raises have been provided to the federal judiciary since the current salary levels were set in 2009.

Further, according to the Federal Judicial Center ([www.fjc.gov](http://www.fjc.gov)):

- **U.S. District Court Judges:** the annual salaries of all U.S. District Court Judges have been equal since 1891, regardless of location.
- **Judges of Courts of Special Jurisdictions:** equal to the salary of all other District Court Judges.
- **Judges of the U.S. Court of Federal Claims:** since 1988, made equal to the salary of all other District Court Judges.
- **Bankruptcy Judges:** since 1987, Bankruptcy Judges receive a salary of 92% of the salary of District Judges.
- **U.S. Magistrate Judges:** since 1987, Magistrate Judges receive a salary, determined by the Judicial Conference, of up to 92% of the salary of District Judges.

### Federal Judiciary Salaries 2005-2012

	2005	2006	2007	2008	2009	2010	2011	2012
<b>U.S. District Court Judges</b>	\$162,100	\$165,200	\$165,200	\$169,300	\$174,000	\$174,000	\$174,000	<b>\$174,000</b>
<b>Judges of the Courts of Special Jurisdictions</b>	\$162,100	\$165,200	\$165,200	\$169,300	\$174,000	\$174,000	\$174,000	<b>\$174,000</b>
<b>Judges of the Court of International Trade</b>	\$162,100	\$165,200	\$165,200	\$169,300	\$174,000	\$174,000	\$174,000	<b>\$174,000</b>
<b>Judges of the U.S. Court of Federal Claims</b>	\$162,100	\$165,200	\$165,200	\$169,300	\$174,000	\$174,000	\$174,000	<b>\$174,000</b>
<b>Bankruptcy Judges</b>	\$149,132	\$151,984	\$151,984	\$155,756	\$160,080	\$160,080	\$160,080	<b>\$160,080</b>
<b>U.S. Magistrate Judges</b>	\$149,132	\$151,984	\$151,984	\$155,756	\$160,080	\$160,080	\$160,080	<b>\$160,080</b>

Sources: Executive Order 13594 of December 19, 2011: Adjustments of Certain Rates of Pay (Schedule 7), Federal Register, Vol. 76, No. 247; Federal Judicial Center, [www.fjc.gov](http://www.fjc.gov), "History of the Federal Judiciary."