

ID	State	County	MD Eastern Shore?	Approximate Starting Salary	Type of Summary Statistic	Approximate Timeframe for Reporting	Source
1	Maryland	Allegany	No	\$42,345.00	Starting salary, pay schedule	2016	<a href="#">Link</a>
2	Maryland	Anne Arundel	No	\$45,891.00	Starting salary, pay schedule	2016 2017	<a href="#">Link</a>
3	Maryland	Baltimore County	No	\$46,974.00	Starting salary, pay schedule	2017 2018	<a href="#">Link</a>
4	Maryland	Baltimore City	No	\$48,430.00	Starting salary, pay schedule	2015 2016	<a href="#">Link</a>
5	Maryland	Calvert	No	\$45,496.00	Starting salary, pay schedule	2016	<a href="#">Link</a>
6	Maryland	Caroline	Yes	\$42,547.00	Starting salary, pay schedule	2017 2018	<a href="#">Link</a>
7	Maryland	Carroll	No	\$43,000.00	Starting salary, pay schedule	2015 2016	<a href="#">Link</a>
8	Maryland	Cecil	Yes	\$45,886.00	Starting salary, pay schedule	2017 2018	<a href="#">Link</a>
9	Maryland	Charles	No	\$45,253.00	Starting salary, pay schedule	2017	<a href="#">Link</a>
10	Maryland	Dorchester	Yes	\$42,370.00	Starting salary, pay schedule	2018	<a href="#">Link</a>
11	Maryland	Frederick	No	\$43,513.00	Starting salary, pay schedule	2017	<a href="#">Link</a>
12	Maryland	Garrett	No	\$42,043.00	Starting salary, pay schedule	2015	<a href="#">Link</a>
13	Maryland	Harford	No	\$42,206.00	Starting salary, pay schedule	2015	<a href="#">Link</a>
14	Maryland	Howard	No	\$47,588.00	Starting salary, pay schedule	2016	<a href="#">Link</a>
15	Maryland	Kent	Yes	\$43,126.00	Starting salary, pay schedule	2017 2018	<a href="#">Link</a>
16	Maryland	Montgomery	No	\$48,528.00	Starting salary, pay schedule	2016 2017	<a href="#">Link</a>
17	Maryland	Prince George's	No	\$47,781.00	Starting salary, pay schedule	2017	<a href="#">Link</a>
18	Maryland	Queen Anne's	Yes	\$44,602.00	Starting salary, pay schedule	2016	<a href="#">Link</a>
19	Maryland	Saint Mary's	No	\$44,678.00	Starting salary, pay schedule	2017	<a href="#">Link</a>
20	Maryland	Somerset	Yes	\$44,300.00	Starting salary, pay schedule	2018	<a href="#">Link</a>
21	Maryland	Talbot	Yes	\$44,800.00	Starting salary, pay schedule	2018	<a href="#">Link</a>
22	Maryland	Washington	No	\$45,834.00	Starting salary, pay schedule	2018	<a href="#">Link</a>
23	Maryland	Wicomico	Yes	\$44,202.00	Starting salary, pay schedule	2017 2018	<a href="#">Link</a>
24	Maryland	Worcester	Yes	\$44,257.00	Starting salary, pay schedule	2018	<a href="#">Link</a>
25	Delaware	NA (Statewide)	NA	\$40,410.00	Average starting salary	Not disclosed	<a href="#">Link</a>