

STATE OF MARYLAND INSTITUTIONAL EDUCATOR PAY PLAN
FISCAL YEAR 2026
Effective July 1, 2025

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

GRADE	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step 11	STEP 12	Mid Point STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	Third Quartile STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24
Grade 1 Annual	67,472	69,473	70,862	72,988	75,178																		
Grade 1 BiWeekly	2,587.97	2,664.72	2,718.00	2,799.54	2,883.54																		
Grade 2 Annual	75,771	78,496	80,939	83,375	85,819	88,264	90,706	91,740	93,574	96,382	99,273												
Grade 2 BiWeekly	2906.29	3010.81	3104.51	3197.95	3291.69	3385.47	3479.14	3518.8	3589.14	3696.85	3807.74												
Grade 3 Annual	82,338	85,038	87,741	90,443	93,139	95,841	98,543	101,246	103,946	106,646	109,351	111,856	114,513	117,159	119,811	122,929	125,388	129,151	133,027	137,018	141,129	145,363	139,731
Grade 3 BiWeekly	3,158.17	3,261.74	3,365.41	3,469.05	3,572.46	3,676.10	3,779.74	3,883.41	3,986.97	4,090.54	4,194.29	4,290.37	4,392.28	4,493.77	4,595.50	4,715.09	4,809.41	4,953.74	5,102.41	5,255.49	5,413.17	5,575.57	5,344.91
Grade 4 Annual	85,606	87,918	90,232	93,277	96,313	99,353	102,389	105,432	109,095	112,560	115,680	118,805	121,927	125,044	128,164	131,286	133,912	137,930	142,068	146,330	150,721	155,243	149,228
Grade 4 BiWeekly	3,283.52	3,372.20	3,460.96	3,577.75	3,694.20	3,810.81	3,927.25	4,043.97	4,184.47	4,317.37	4,437.05	4,556.91	4,676.66	4,796.21	4,915.88	5,035.63	5,136.36	5,290.47	5,449.19	5,612.66	5,781.08	5,954.53	5,708.18
Grade 5 Annual	89,499	91,853	94,209	97,254	100,296	103,336	106,381	109,425	113,330	116,794	119,582	122,760	125,936	129,112	132,287	135,462	138,171	142,317	146,587	150,985	155,515	160,181	153,975
Grade 5 BiWeekly	3,432.84	3,523.13	3,613.50	3,730.30	3,846.97	3,963.58	4,080.37	4,197.13	4,346.91	4,479.77	4,586.71	4,708.61	4,830.43	4,952.25	5,074.03	5,195.81	5,299.71	5,458.74	5,622.52	5,791.21	5,964.96	6,143.93	5,889.76
NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.																							

STATE OF MARYLAND PHYSICIAN SALARY SCALE
FISCAL YEAR 2026
Effective July 1, 2025
Upper figure is ANNUAL salary. Lower figure is BIWEEKLY salary.

GRADE	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Mid Point STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19
Grade 1 Annual	109,794	114,150	118,504	123,213	127,924	133,020	138,112	143,623	149,132	155,088	161,047	167,239	173,762	180,538	187,579	194,895	202,496	210,394
Grade 1 BiWeekly	4,199.78	4,366.40	4,532.94	4,713.07	4,893.27	5,088.20	5,282.98	5,493.78	5,704.51	5,932.33	6,160.27	6,397.13	6,646.64	6,905.83	7,175.16	7,455.01	7,745.75	8,047.86
Grade 2 Annual	118,344	123,047	127,751	132,837	137,924	143,429	148,929	154,878	160,826	167,264	173,699	180,387	187,422	194,733	202,328	210,219	218,418	226,937
Grade 2 BiWeekly	4,526.82	4,706.72	4,886.66	5,081.20	5,275.79	5,486.36	5,696.74	5,924.30	6,151.82	6,398.08	6,644.23	6,900.05	7,169.15	7,448.81	7,739.33	8,041.17	8,354.79	8,680.66
Grade 3 Annual	127,578	132,658	137,737	143,230	148,723	154,666	160,609	167,035	173,460	180,408	187,361	194,581	202,172	210,057	218,250	226,762	235,606	244,795
Grade 3 BiWeekly	4,880.04	5,074.35	5,268.63	5,478.75	5,688.86	5,916.19	6,143.52	6,389.32	6,635.09	6,900.86	7,166.82	7,442.99	7,733.36	8,034.97	8,348.37	8,673.96	9,012.26	9,363.75
Grade 4 Annual	137,549	143,037	148,523	154,458	160,392	166,805	173,224	180,165	187,105	194,609	202,115	209,915	218,102	226,609	235,447	244,630	254,171	264,084
Grade 4 BiWeekly	5,261.44	5,471.37	5,681.21	5,908.23	6,135.22	6,380.52	6,626.06	6,891.56	7,157.03	7,444.07	7,731.18	8,029.54	8,342.70	8,668.11	9,006.17	9,357.44	9,722.39	10,101.58
Grade 5 Annual	148,321	154,246	160,172	166,580	172,988	179,917	186,848	194,344	201,840	209,944	218,048	226,472	235,303	244,481	254,016	263,923	274,216	284,911
Grade 5 BiWeekly	5,673.49	5,900.13	6,126.80	6,371.92	6,617.03	6,882.08	7,147.20	7,433.93	7,720.66	8,030.65	8,340.64	8,662.87	9,000.67	9,351.74	9,716.46	10,095.42	10,489.14	10,898.24
Grade 6 Annual	159,954	166,353	172,751	179,672	186,592	194,078	201,563	209,658	217,751	226,507	235,260	244,357	253,887	263,789	274,077	284,767	295,873	307,413
Grade 6 BiWeekly	6,118.46	6,363.23	6,607.97	6,872.70	7,137.40	7,423.75	7,710.07	8,019.71	8,329.28	8,664.21	8,999.02	9,346.99	9,711.53	10,090.29	10,483.82	10,892.73	11,317.55	11,758.97
Grade 7 Annual	172,519	179,427	186,337	193,812	201,288	209,372	217,451	226,197	234,939	244,394	253,847	263,666	273,950	284,635	295,736	307,270	319,254	331,705
Grade 7 BiWeekly	6,599.09	6,863.33	7,127.65	7,413.58	7,699.55	8,008.77	8,317.80	8,652.35	8,986.74	9,348.41	9,710.00	10,085.59	10,478.97	10,887.68	11,312.31	11,753.50	12,211.91	12,688.17
Grade 8 Annual	186,082	193,550	201,013	209,084	217,154	225,888	234,615	244,056	253,501	263,711	273,920	284,532	295,629	307,159	319,139	331,586	344,518	357,955
Grade 8 BiWeekly	7,117.90	7,403.56	7,689.03	7,997.75	8,306.44	8,640.53	8,974.35	9,335.48	9,696.76	10,087.31	10,477.82	10,883.74	11,308.22	11,749.26	12,207.51	12,683.62	13,178.29	13,692.27
Grade 9 Annual	191,212	198,884	206,560	214,857	223,151	232,131	241,103	250,808	260,517	271,013	281,508	292,414	303,818	315,667	327,979	340,771	354,062	367,871
Grade 9 BiWeekly	7,314.13	7,607.59	7,901.21	8,218.58	8,535.84	8,879.33	9,222.52	9,593.75	9,965.14	10,366.62	10,768.07	11,185.24	11,621.46	12,074.70	12,545.65	13,034.96	13,543.36	14,071.57
Grade 10 Annual	200,740	208,798	216,859	225,577	234,293	243,724	253,155	263,348	273,544	284,576	295,602	307,061	319,036	331,480	344,408	357,840	371,796	386,297
Grade 10 BiWeekly	7,678.58	7,986.81	8,295.16	8,628.63	8,962.03	9,322.78	9,683.53	10,073.43	10,463.44	10,885.43	11,307.19	11,745.51	12,203.57	12,679.57	13,174.08	13,687.87	14,221.71	14,776.39

NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.

STATE OF MARYLAND CORRECTIONAL SALARY SCALE
FISCAL YEAR 2026
Effective July 1, 2025
Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	Mid Point STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	Third Quartile STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28
Grade 1 Annual	47,419	48,280	49,155	50,046	50,959	51,889	52,839	53,807	54,795	55,798	56,826	57,870	58,937	60,026	61,135	62,266	63,513	64,784	66,080	67,402	68,750	70,126	71,529	72,960
Grade 1 BiWeekly	1,818.82	1,851.84	1,885.40	1,919.58	1,954.60	1,990.27	2,026.71	2,063.84	2,101.73	2,140.20	2,179.63	2,219.68	2,260.60	2,302.37	2,344.91	2,388.29	2,436.12	2,484.87	2,534.58	2,585.29	2,636.99	2,689.77	2,743.58	2,798.47
Grade 2 Annual	50,427	51,344	52,281	53,238	54,214	55,208	56,223	57,257	58,314	59,392	60,490	61,613	62,755	63,922	65,111	66,323	67,649	69,003	70,383	71,792	73,229	74,693	76,188	77,712
Grade 2 BiWeekly	1,934.19	1,969.36	2,005.30	2,042.01	2,079.45	2,117.57	2,156.50	2,196.16	2,236.71	2,278.05	2,320.17	2,363.24	2,407.05	2,451.81	2,497.41	2,543.90	2,594.76	2,646.70	2,699.63	2,753.67	2,808.79	2,864.94	2,922.28	2,980.74
Grade 3 Annual	53,642	54,625	55,629	56,653	57,694	58,759	59,844	60,951	62,083	63,237	64,410	65,611	66,832	68,102	69,397	70,717	72,133	73,574	75,047	76,547	78,079	79,641	81,235	82,860
Grade 3 BiWeekly	2,057.51	2,095.21	2,133.72	2,173.00	2,212.93	2,253.77	2,295.39	2,337.85	2,381.27	2,425.53	2,470.53	2,516.59	2,563.42	2,612.14	2,661.81	2,712.44	2,766.75	2,822.02	2,878.52	2,936.05	2,994.82	3,054.73	3,115.87	3,178.20
Grade 4 Annual	57,084	58,135	59,209	60,307	61,422	62,561	63,722	64,906	66,114	67,357	68,641	69,949	71,280	72,641	74,029	75,441	76,952	78,492	80,061	81,663	83,297	84,964	86,664	88,398
Grade 4 BiWeekly	2,189.53	2,229.84	2,271.04	2,313.15	2,355.92	2,399.61	2,444.14	2,489.55	2,535.88	2,583.56	2,632.81	2,682.98	2,734.03	2,786.24	2,839.47	2,893.63	2,951.59	3,010.66	3,070.84	3,132.28	3,194.96	3,258.90	3,324.10	3,390.61
Grade 5 Annual	60,765	61,891	63,042	64,214	65,411	66,627	67,891	69,184	70,508	71,853	73,225	74,626	76,055	77,509	78,993	80,510	82,120	83,763	85,438	87,148	88,892	90,669	92,483	94,333
Grade 5 BiWeekly	2,330.72	2,373.91	2,418.05	2,463.01	2,508.92	2,555.56	2,604.04	2,653.64	2,704.42	2,756.01	2,808.64	2,862.37	2,917.18	2,972.95	3,029.87	3,088.06	3,149.81	3,212.83	3,277.08	3,342.67	3,409.56	3,477.72	3,547.30	3,618.26
Grade 6 Annual	64,707	65,915	67,151	68,430	69,731	71,061	72,419	73,800	75,213	76,652	78,122	79,622	81,149	82,701	84,289	85,908	87,625	89,379	91,168	92,991	94,852	96,748	98,684	100,658
Grade 6 BiWeekly	2,481.92	2,528.25	2,575.66	2,624.72	2,674.62	2,725.63	2,777.72	2,830.69	2,884.89	2,940.08	2,996.47	3,054.00	3,112.57	3,172.10	3,233.01	3,295.11	3,360.96	3,428.24	3,496.86	3,566.78	3,638.16	3,710.89	3,785.14	3,860.86
Grade 7 Annual	68,966	70,285	71,625	72,994	74,385	75,812	77,263	78,746	80,257	81,796	83,366	84,972	86,606	88,271	89,969	91,698	93,532	95,403	97,312	99,258	101,244	103,270	105,335	107,442
Grade 7 BiWeekly	2,645.28	2,695.87	2,747.27	2,799.77	2,853.13	2,907.86	2,963.52	3,020.40	3,078.36	3,137.39	3,197.61	3,259.21	3,321.88	3,385.74	3,450.87	3,517.19	3,587.53	3,659.30	3,732.52	3,807.16	3,883.34	3,961.05	4,040.25	4,121.07
Grade 8 Annual	73,571	74,978	76,407	77,875	79,367	80,890	82,442	84,030	85,643	87,293	88,970	90,691	92,437	94,221	96,042	97,893	99,851	101,849	103,886	105,965	108,085	110,247	112,453	114,702
Grade 8 BiWeekly	2,821.91	2,875.87	2,930.68	2,986.99	3,044.22	3,102.64	3,162.16	3,223.07	3,284.94	3,348.23	3,412.55	3,478.56	3,545.53	3,613.96	3,683.81	3,754.81	3,829.91	3,906.54	3,984.67	4,064.42	4,145.73	4,228.66	4,313.27	4,399.53
Grade 9 Annual	78,495	80,003	81,532	83,103	84,701	86,331	87,992	89,686	91,418	93,179	94,978	96,811	98,683	100,589	102,533	104,503	106,594	108,727	110,903	113,122	115,384	117,692	120,046	122,448
Grade 9 BiWeekly	3,010.77	3,068.61	3,127.26	3,187.52	3,248.81	3,311.33	3,375.04	3,440.02	3,506.45	3,573.99	3,643.00	3,713.30	3,785.11	3,858.21	3,932.78	4,008.34	4,088.54	4,170.36	4,253.82	4,338.93	4,425.69	4,514.22	4,604.51	4,696.64
Grade 10 Annual	83,763	85,372	87,019	88,695	90,403	92,147	93,927	95,739	97,590	99,474	101,399	103,364	105,335	107,335	109,376	111,450	113,680	115,954	118,274	120,639	123,053	125,514	128,025	130,586
Grade 10 BiWeekly	3,212.83	3,274.55	3,337.72	3,402.01	3,467.52	3,534.41	3,602.68	3,672.19	3,743.18	3,815.45	3,889.28	3,964.65	4,040.25	4,116.96	4,195.25	4,274.80	4,360.33	4,447.56	4,536.54	4,627.25	4,719.85	4,814.24	4,910.55	5,008.78
Grade 11 Annual	89,403	91,124	92,881	94,675	96,503	98,369	100,270	102,212	104,187	106,167	108,188	110,244	112,345	114,488	116,668	118,894	121,273	123,699	126,174	128,698	131,272	133,898	136,577	139,309
Grade 11 BiWeekly	3,429.16	3,495.17	3,562.56	3,631.37	3,701.49	3,773.06	3,845.98	3,920.47	3,996.22	4,072.16	4,149.68	4,228.54	4,309.13	4,391.33	4,474.94	4,560.32	4,651.57	4,744.62	4,839.56	4,936.37	5,035.10	5,135.82	5,238.57	5,343.36
Grade 12 Annual	95,393	97,229	99,105	101,019	102,969	104,961	106,989	109,061	111,168	113,280	115,436	117,631	120,054	122,159	124,485	126,860	129,399	131,987	134,627	137,321	140,068	142,870	145,728	148,643
Grade 12 BiWeekly	3,658.91	3,729.34	3,801.29	3,874.71	3,949.50	4,025.91	4,103.69	4,183.17	4,263.98	4,344.99	4,427.69	4,511.88	4,604.82	4,685.56	4,774.77	4,865.87	4,963.25	5,062.52	5,163.78	5,267.11	5,372.48	5,479.95	5,589.57	5,701.38

NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.

STATE OF MARYLAND
MSP CIVILIAN PILOT Unit H STANDARD SALARY SCALE
FISCAL YEAR 2026
Effective July 1, 2025
Upper figure is ANNUAL salary. Lower figure is BIWEEKLY salary.

	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Mid Point STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Grade 1 Annual	100,175	102,182	104,223	106,310	108,437	110,603	112,815	115,075	117,374	119,724	122,120	124,564	127,057	129,601	132,193	134,838	137,535	140,286
Grade 1 BiWeekly	3,842.33	3,919.31	3,997.60	4,077.65	4,159.23	4,242.31	4,327.16	4,413.84	4,502.02	4,592.16	4,684.06	4,777.80	4,873.42	4,971.00	5,070.42	5,171.87	5,275.32	5,380.84
Grade 2 Annual	105,686	107,799	109,955	112,156	114,400	116,689	119,022	121,404	123,830	126,308	128,835	131,414	134,040	136,721	139,456	142,247	145,092	147,994
Grade 2 BiWeekly	4,053.71	4,134.76	4,217.46	4,301.88	4,387.95	4,475.75	4,565.23	4,656.60	4,749.65	4,844.70	4,941.62	5,040.54	5,141.27	5,244.10	5,349.00	5,456.05	5,565.18	5,676.49
Grade 3 Annual	112,197	114,440	116,730	119,064	121,447	123,877	126,356	128,880	131,459	134,088	136,771	139,508	142,297	145,145	148,048	151,010	154,031	157,112
Grade 3 BiWeekly	4,303.45	4,389.48	4,477.32	4,566.84	4,658.25	4,751.45	4,846.54	4,943.35	5,042.27	5,143.11	5,246.02	5,351.00	5,457.97	5,567.21	5,678.56	5,792.17	5,908.04	6,026.22
Grade 4 Annual	118,929	121,307	123,735	126,209	128,734	131,310	133,938	136,613	139,348	142,135	144,978	147,879	150,837	153,854	156,932	160,071	163,273	166,538
Grade 4 BiWeekly	4,561.67	4,652.88	4,746.01	4,840.90	4,937.75	5,036.55	5,137.35	5,239.96	5,344.86	5,451.76	5,560.81	5,672.08	5,785.53	5,901.25	6,019.31	6,139.71	6,262.53	6,387.76
Grade 5 Annual	126,066	128,586	131,159	133,782	136,460	139,189	141,974	144,810	147,709	150,663	153,677	156,752	159,888	163,086	166,350	169,676	173,070	176,532
Grade 5 BiWeekly	4,835.41	4,932.07	5,030.76	5,131.37	5,234.09	5,338.76	5,445.58	5,554.36	5,665.56	5,778.86	5,894.47	6,012.41	6,132.70	6,255.36	6,380.55	6,508.13	6,638.31	6,771.10
Grade 6 Annual	133,630	136,301	139,029	141,810	144,648	147,540	150,493	153,499	156,573	159,704	162,898	166,158	169,482	172,871	176,330	179,857	183,455	187,124
Grade 6 BiWeekly	5,125.54	5,227.99	5,332.62	5,439.29	5,548.15	5,659.07	5,772.34	5,887.64	6,005.54	6,125.64	6,248.15	6,373.19	6,500.68	6,630.67	6,763.35	6,898.63	7,036.64	7,177.36
Grade 7 Annual	141,648	144,480	147,371	150,316	153,327	156,394	159,523	162,710	165,968	169,286	172,673	176,128	179,650	183,244	186,911	190,649	194,463	198,353
Grade 7 BiWeekly	5,433.08	5,541.70	5,652.59	5,765.55	5,881.04	5,998.68	6,118.70	6,240.94	6,365.90	6,493.17	6,623.08	6,755.60	6,890.69	7,028.54	7,169.19	7,312.57	7,458.86	7,608.07

NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.

STATE OF MARYLAND LAW ENFORCEMENT SALARY SCALE
FISCAL YEAR 2026
Effective July 1, 2025

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

GRADE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Mid Point STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Grade 1 Annual	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237	37,237
Grade 1 BiWeekly	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428.27	1,428	1,428
Grade 2 Annual	55,488	57,429	59,443	61,524	63,676	65,907	67,224	68,569	69,943	71,342	72,770	74,225	75,712	77,225	78,770	80,348	81,953	83,594	86,521	88,685	90,903
Grade 2 BiWeekly	2,128.31	2,202.76	2,280.01	2,359.83	2,442.37	2,527.94	2,578.46	2,630.05	2,682.75	2,736.41	2,791.18	2,846.99	2,904.03	2,962.06	3,021.32	3,081.85	3,143.41	3,206.35	3,318.62	3,401.62	3,486.70
Grade 3 Annual	59,371	61,453	63,602	65,829	68,135	70,522	71,932	73,373	74,838	76,334	77,864	79,423	81,010	82,632	84,284	85,972	87,691	89,446	92,577	94,892	97,265
Grade 3 BiWeekly	2,277.25	2,357.11	2,439.53	2,524.95	2,613.40	2,704.96	2,759.04	2,814.31	2,870.50	2,927.88	2,986.57	3,046.37	3,107.24	3,169.45	3,232.82	3,297.56	3,363.50	3,430.81	3,550.90	3,639.70	3,730.72
Grade 4 Annual	63,529	65,750	68,053	70,436	72,903	75,454	76,965	78,504	80,076	81,677	83,311	84,979	86,682	88,415	90,184	91,987	93,828	95,706	99,054	101,531	104,070
Grade 4 BiWeekly	2,436.73	2,521.92	2,610.26	2,701.66	2,796.28	2,894.13	2,952.09	3,011.12	3,071.41	3,132.82	3,195.50	3,259.47	3,324.79	3,391.27	3,459.12	3,528.27	3,598.89	3,670.92	3,799.34	3,894.34	3,991.73
Grade 5 Annual	67,975	70,357	72,818	75,370	78,007	80,736	82,352	83,999	85,680	87,396	89,145	90,927	92,746	94,602	96,493	98,425	100,396	102,404	105,986	108,636	111,352
Grade 5 BiWeekly	2,607.27	2,698.63	2,793.02	2,890.91	2,992.05	3,096.73	3,158.71	3,221.88	3,286.36	3,352.18	3,419.27	3,487.62	3,557.39	3,628.57	3,701.11	3,775.21	3,850.81	3,927.83	4,065.22	4,166.87	4,271.04
Grade 6 Annual	72,733	75,283	77,917	80,646	83,467	86,387	88,116	89,880	91,678	93,511	95,384	97,291	99,238	101,224	103,247	105,312	107,421	109,568	113,405	116,241	119,148
Grade 6 BiWeekly	2,789.76	2,887.57	2,988.60	3,093.28	3,201.48	3,313.48	3,379.80	3,447.46	3,516.42	3,586.73	3,658.57	3,731.71	3,806.39	3,882.57	3,960.16	4,039.37	4,120.26	4,202.61	4,349.79	4,458.56	4,570.07
Grade 7 Annual	77,825	80,548	83,368	86,289	89,310	92,438	94,287	96,173	98,099	100,059	102,060	104,103	106,184	108,309	110,475	112,684	114,937	117,240	121,342	124,376	127,486
Grade 7 BiWeekly	2,985.07	3,089.52	3,197.68	3,309.72	3,425.59	3,545.57	3,616.49	3,688.83	3,762.71	3,837.88	3,914.64	3,993.00	4,072.82	4,154.32	4,237.40	4,322.13	4,408.55	4,496.88	4,654.22	4,770.59	4,889.88
Grade 8 Annual	88,721	91,829	95,040	98,368	101,813	105,375	107,484	109,634	111,829	114,066	116,349	118,677	121,051	123,473	125,943	128,462	131,032	133,653	138,329	141,788	145,333
Grade 8 BiWeekly	3,403.00	3,522.21	3,645.37	3,773.02	3,905.16	4,041.79	4,122.68	4,205.14	4,289.34	4,375.14	4,462.71	4,552.00	4,643.06	4,735.96	4,830.70	4,927.31	5,025.89	5,126.42	5,305.77	5,438.45	5,574.42
Grade 9 Annual	101,144	104,684	108,346	112,141	116,069	120,130	122,531	124,986	127,486	130,033	132,637	135,291	137,998	140,757	143,573	146,446	149,375	152,363	157,696	161,639	165,680
Grade 9 BiWeekly	3,879.50	4,015.28	4,155.74	4,301.30	4,451.97	4,607.73	4,699.82	4,793.99	4,889.88	4,987.57	5,087.45	5,189.25	5,293.08	5,398.90	5,506.91	5,617.11	5,729.46	5,844.07	6,048.62	6,199.86	6,354.85
Grade 10 Annual	115,304	119,341	123,518	127,840	132,317	136,946	139,685	142,479	145,330	148,237	151,202	154,227	157,309	160,457	163,667	166,938	170,278	173,686	179,765	184,260	188,867
Grade 10 BiWeekly	4,422.62	4,577.47	4,737.68	4,903.46	5,075.18	5,252.73	5,357.79	5,464.95	5,574.31	5,685.81	5,799.53	5,915.56	6,033.77	6,154.52	6,277.64	6,403.11	6,531.22	6,661.93	6,895.10	7,067.51	7,244.22
Grade 11 Annual	131,446	136,046	140,811	145,738	150,841	156,120	159,240	162,426	165,676	168,990	172,368	175,817	179,334	182,922	186,580	190,312	194,119	198,003	204,935	210,059	215,311
Grade 11 BiWeekly	5,041.77	5,218.21	5,400.97	5,589.96	5,785.69	5,988.17	6,107.84	6,230.04	6,354.70	6,481.81	6,611.38	6,743.67	6,878.57	7,016.19	7,156.50	7,299.64	7,445.67	7,594.64	7,860.53	8,057.06	8,258.51

NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.

STATE OF MARYLAND MDOT AIRPORT FIREFIGHTERS SALARY SCALE

FISCAL YEAR 2026

Effective July 1, 2025

Upper figure is ANNUAL salary. Lower figure is BIWEEKLY salary

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Mid Point STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19
Grade 171 Annual	58,023	60,158	62,375	64,688	67,092	68,342	69,623	70,950	72,298	73,678	75,086	76,518	77,984	79,478	80,997	82,552	84,133	85,746	87,396
Grade 171 BiWeekly	2,225.54	2,307.44	2,392.47	2,481.19	2,573.40	2,621.34	2,670.48	2,721.37	2,773.08	2,826.01	2,880.02	2,934.94	2,991.17	3,048.48	3,106.74	3,166.38	3,227.02	3,288.89	3,352.18
Grade 172 Annual	65,518	67,950	70,470	73,092	75,862	77,310	78,787	80,290	81,822	83,390	84,988	86,619	88,279	89,972	91,702	93,467	95,266	97,097	98,959
Grade 172 BiWeekly	2,513.02	2,606.31	2,702.96	2,803.53	2,909.78	2,965.32	3,021.97	3,079.62	3,138.38	3,198.53	3,259.82	3,322.38	3,386.05	3,450.99	3,517.34	3,585.04	3,654.04	3,724.27	3,795.69
Grade 173 Annual	71,807	74,481	77,286	80,231	83,299	84,891	86,512	88,169	89,865	91,587	93,344	95,142	96,969	98,832	100,738	102,682	104,661	106,683	108,732
Grade 173 BiWeekly	2,754.25	2,856.81	2,964.40	3,077.36	3,195.04	3,256.10	3,318.27	3,381.83	3,446.88	3,512.93	3,580.32	3,649.29	3,719.36	3,790.82	3,863.93	3,938.49	4,014.40	4,091.96	4,170.55
Grade 174 Annual	78,711	81,711	84,829	88,074	91,448	93,200	94,983	96,815	98,675	100,572	102,510	104,481	106,499	108,550	110,646	112,783	114,965	117,182	119,434
Grade 174 BiWeekly	3,019.06	3,134.13	3,253.72	3,378.19	3,507.60	3,574.80	3,643.19	3,713.46	3,784.80	3,857.56	3,931.90	4,007.50	4,084.90	4,163.57	4,243.96	4,325.93	4,409.62	4,494.66	4,581.04
NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.																			

STATE OF MARYLAND MDOT AIRPORT FIREFIGHTERS MANAGEMENT SALARY SCALE
FISCAL YEAR 2026
Effective July 1, 2025

Upper figure is ANNUAL salary. Lower figure is BIWEEKLY salary

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Mid Point STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19
Grade 175 Annual	83,959	87,173	90,501	93,970	97,583	99,456	101,372	103,328	105,317	107,347	109,422	111,535	113,689	115,886	118,130	120,416	122,714	125,041	127,444
Grade 175 BiWeekly	3,220.35	3,343.63	3,471.28	3,604.33	3,742.91	3,814.76	3,888.25	3,963.27	4,039.56	4,117.42	4,197.01	4,278.06	4,360.68	4,444.95	4,531.02	4,618.70	4,706.84	4,796.10	4,888.27
Grade 176 Annual	89,572	93,001	96,575	100,289	104,150	106,157	108,204	110,292	112,423	114,596	116,814	119,075	121,377	123,682	126,035	128,437	130,880	133,376	135,934
Grade 176 BiWeekly	3,435.64	3,567.17	3,704.25	3,846.71	3,994.80	4,071.78	4,150.30	4,230.38	4,312.12	4,395.47	4,480.54	4,567.27	4,655.56	4,743.97	4,834.22	4,926.36	5,020.06	5,115.80	5,213.91
Grade 177 Annual	95,581	99,256	103,075	107,046	111,175	113,326	115,518	117,753	120,033	122,330	124,659	127,027	129,447	131,918	134,433	137,000	139,620	142,285	145,019
Grade 177 BiWeekly	3,666.13	3,807.08	3,953.57	4,105.88	4,264.25	4,346.76	4,430.83	4,516.56	4,604.01	4,692.11	4,781.45	4,872.27	4,965.10	5,059.87	5,156.34	5,254.80	5,355.29	5,457.51	5,562.38
Grade 178 Annual	102,006	105,935	110,026	114,277	118,700	120,996	123,298	125,640	128,030	130,469	132,961	135,493	138,086	140,728	143,417	146,170	148,971	151,833	154,745
Grade 178 BiWeekly	3,912.56	4,063.27	4,220.18	4,383.23	4,552.88	4,640.95	4,729.24	4,819.07	4,910.74	5,004.30	5,099.88	5,197.00	5,296.45	5,397.79	5,500.93	5,606.53	5,713.96	5,823.74	5,935.43
Grade 179 Annual	108,887	113,095	117,465	121,994	126,635	129,042	131,499	134,011	136,567	139,180	141,845	144,559	147,333	150,154	153,035	155,974	158,973	162,036	165,149
Grade 179 BiWeekly	4,176.49	4,337.90	4,505.51	4,679.23	4,857.24	4,949.56	5,043.80	5,140.15	5,238.19	5,338.42	5,440.64	5,544.73	5,651.13	5,759.34	5,869.84	5,982.57	6,097.60	6,215.08	6,334.49
NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.																			

STATE OF MARYLAND MDTA POLICE AND MTA COMMAND SALARY SCALE
FISCAL YEAR 2026
Effective July 1, 2025

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

	GRADE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Mid Point STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 26	STEP 27	STEP 28
150	Candidate Annual	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	65,254	55,930	57,049	58,191
150	Candidate BiWeekly	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,502.90	2,145.27	2,188.19	2,231.99
151	Officer 1 Annual	68,517	71,258	74,108	77,072	80,155	83,359	86,693	89,298	91,975	94,731	97,577	99,526	101,518	103,546	105,616	107,728	109,883	112,083	114,325	116,609	118,941	59,501	60,691	61,905
151	Officer 1 BiWeekly	2,628.05	2,733.19	2,842.50	2,956.19	3,074.44	3,197.34	3,325.22	3,425.13	3,527.81	3,633.52	3,742.68	3,817.44	3,893.85	3,971.63	4,051.03	4,132.04	4,214.70	4,299.08	4,385.07	4,472.68	4,562.13	2,282.24	2,327.88	2,374.44
152	Officer II Annual	72,634	75,541	78,562	81,701	84,972	88,370	91,905	94,661	97,500	100,426	103,439	105,508	107,618	109,769	111,964	114,204	116,488	118,817	121,192	123,616	126,090	63,333	64,600	65,893
152	Officer II BiWeekly	2,785.97	2,897.47	3,013.34	3,133.74	3,259.21	3,389.54	3,525.13	3,630.84	3,739.73	3,851.96	3,967.53	4,046.89	4,127.82	4,210.32	4,294.51	4,380.43	4,468.04	4,557.37	4,648.47	4,741.44	4,836.33	2,429.22	2,477.81	2,527.41
153	Senior Office Annual	76,999	80,080	83,283	86,611	90,076	93,681	97,428	100,350	103,357	106,463	109,654	111,847	114,082	116,368	118,691	121,069	123,489	125,958	128,477	131,049	133,666	67,427	68,776	70,152
153	Senior Office BiWeekly	2,953.39	3,071.57	3,194.42	3,322.07	3,454.97	3,593.25	3,736.97	3,849.05	3,964.38	4,083.52	4,205.91	4,290.03	4,375.75	4,463.44	4,552.54	4,643.75	4,736.57	4,831.27	4,927.89	5,026.54	5,126.92	2,586.25	2,637.99	2,690.77
154	Corporal Annual	81,629	84,892	88,289	91,819	95,491	99,311	103,285	106,381	109,571	112,862	116,243	118,569	120,940	123,361	125,828	128,342	130,909	133,528	136,198	138,921	141,698	71,820	73,257	74,722
154	Corporal BiWeekly	3,130.98	3,256.14	3,386.43	3,521.83	3,662.67	3,809.19	3,961.62	4,080.37	4,202.73	4,328.96	4,458.64	4,547.86	4,638.80	4,731.66	4,826.28	4,922.71	5,021.17	5,121.63	5,224.04	5,328.48	5,435.00	2,754.74	2,809.86	2,866.05
155	Sergeant Annual	86,532	89,993	93,593	97,337	101,230	105,280	109,492	112,774	116,155	119,641	123,233	125,694	128,209	130,771	133,389	136,054	138,774	141,552	144,384	147,271	150,216	76,579	78,111	79,673
155	Sergeant BiWeekly	3,319.04	3,451.79	3,589.87	3,733.48	3,882.80	4,038.14	4,199.70	4,325.58	4,455.27	4,588.97	4,726.75	4,821.14	4,917.61	5,015.88	5,116.30	5,218.51	5,322.84	5,429.40	5,538.02	5,648.76	5,761.71	2,937.28	2,996.04	3,055.96
156	1st Sergeant Annual	91,733	95,402	99,216	103,187	107,313	111,605	116,071	119,551	123,137	126,829	130,636	133,248	135,909	138,631	141,403	144,233	147,116	150,059	153,058	156,120	159,241	81,693	83,328	84,995
156	1st Sergeant BiWeekly	3,518.53	3,659.26	3,805.55	3,957.86	4,116.12	4,280.74	4,452.04	4,585.52	4,723.07	4,864.68	5,010.70	5,110.89	5,212.95	5,317.36	5,423.68	5,532.23	5,642.81	5,755.69	5,870.72	5,988.17	6,107.88	3,133.44	3,196.15	3,260.09
157	Lieutenant Annual	102,760	106,869	111,145	115,587	120,212	125,020	130,022	133,919	137,938	142,076	146,339	149,264	152,249	155,292	158,401	161,569	164,800	168,096	171,457	174,888	178,384	87,186	88,930	90,709
157	Lieutenant BiWeekly	3,941.48	4,099.09	4,263.10	4,433.48	4,610.88	4,795.29	4,987.15	5,136.62	5,290.78	5,449.50	5,613.01	5,725.20	5,839.69	5,956.41	6,075.66	6,197.17	6,321.10	6,447.52	6,576.44	6,708.04	6,842.13	3,344.13	3,411.02	3,479.25
158	Captain Annual	108,933	113,291	117,821	122,534	127,437	132,535	137,833	141,968	146,226	150,613	155,134	158,233	161,400	164,628	167,920	171,278	174,703	178,198	181,763	185,395	189,105	93,030	94,891	96,790
158	Captain BiWeekly	4,178.26	4,345.41	4,519.17	4,699.94	4,888.00	5,083.54	5,286.75	5,445.35	5,608.67	5,776.94	5,950.35	6,069.22	6,190.69	6,314.50	6,440.77	6,569.57	6,700.94	6,835.00	6,971.74	7,111.05	7,253.35	3,568.28	3,639.66	3,712.50
159	Major Annual	115,481	120,099	124,902	129,899	135,094	140,498	146,120	150,501	155,015	159,666	164,456	167,744	171,099	174,522	178,013	181,572	185,204	188,908	192,685	196,541	200,468	99,297	101,283	103,309
159	Major BiWeekly	4,429.41	4,606.54	4,790.77	4,982.43	5,181.69	5,388.97	5,604.61	5,772.65	5,945.79	6,124.18	6,307.91	6,434.02	6,562.71	6,694.00	6,827.90	6,964.41	7,103.72	7,245.79	7,390.66	7,538.56	7,689.19	3,808.66	3,884.83	3,962.54
160	Lt. Colonel Annual	122,420	127,316	132,410	137,705	143,213	148,941	154,899	159,545	164,331	169,264	174,340	177,827	181,382	185,010	188,711	192,484	196,331	200,260	204,263	208,350	212,518	106,004	108,125	110,288
160	Lt. Colonel BiWeekly	4,695.57	4,883.36	5,078.74	5,281.84	5,493.11	5,712.81	5,941.34	6,119.54	6,303.11	6,492.32	6,687.02	6,820.77	6,957.12	7,096.28	7,238.24	7,382.95	7,530.51	7,681.21	7,834.75	7,991.51	8,151.38	4,065.91	4,147.27	4,230.23
161	Colonel Annual	129,889	135,083	140,487	146,106	151,949	158,028	164,347	169,275	174,355	179,589	184,975	188,676	192,447	196,297	200,221	204,227	208,310	212,475	216,724	221,061	225,481	113,165	115,428	117,737
161	Colonel BiWeekly	4,982.05	5,181.27	5,388.55	5,604.07	5,828.19	6,061.35	6,303.73	6,492.74	6,687.59	6,888.35	7,094.94	7,236.89	7,381.53	7,529.21	7,679.71	7,833.37	7,989.98	8,149.73	8,312.71	8,479.06	8,648.59	4,340.58	4,427.38	4,515.94
NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.																									

STATE OF MARYLAND STATE AND NATURAL RESOURCES POLICE																								
FISCAL YEAR 2026																								
Effective July 1, 2025																								
Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary																								
GRADE	Maryland State Police	Resources Police	SALARY	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	Mid Point STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	Third Quartile STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
SNRP 0001	Candidate 0050	Candidate 0080	Annual	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346	59,346
			BiWeekly	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276.29	2,276	2,276
SNRP 0002	Trooper 0051	Officer 0081	Annual	69,360	72,829	76,466	80,294	84,306	88,522	90,735	93,001	95,329	97,715	100,158	102,663	105,228	107,861	110,558	113,322	116,154	119,058	125,014	128,140	131,344
			BiWeekly	2,660.39	2,793.45	2,932.95	3,079.77	3,233.66	3,395.37	3,480.25	3,567.17	3,656.46	3,747.98	3,841.68	3,937.76	4,036.15	4,137.14	4,240.59	4,346.60	4,455.23	4,566.61	4,795.06	4,914.96	5,037.86
SNRP 0003	Trooper 1st Class 0052	Officer 1st Class 0082	Annual	74,217	77,922	81,822	85,912	90,209	94,719	97,087	99,515	102,003	104,554	107,171	109,851	112,596	115,410	118,297	121,252	124,286	127,393	133,763	137,108	140,536
			BiWeekly	2,846.68	2,988.79	3,138.38	3,295.26	3,460.08	3,633.06	3,723.89	3,817.02	3,912.45	4,010.30	4,110.67	4,213.47	4,318.76	4,426.69	4,537.42	4,650.77	4,767.14	4,886.31	5,130.64	5,258.94	5,390.43
SNRP 0004	Senior Trooper 0053	Senior Officer 0083	Annual	75,698	79,483	83,456	87,630	92,011	96,615	99,027	101,504	104,042	106,643	109,311	112,046	114,847	117,719	120,661	123,679	126,770	129,940	136,437	139,848	143,345
			BiWeekly	2,903.49	3,048.67	3,201.06	3,361.16	3,529.19	3,705.79	3,798.30	3,893.31	3,990.66	4,090.42	4,192.76	4,297.66	4,405.10	4,515.25	4,628.10	4,743.86	4,862.42	4,984.01	5,233.21	5,364.04	5,498.17
SNRP 0005	Master Trooper 0054	Master Officer 0084	Annual	77,212	81,073	85,125	89,381	93,853	98,547	101,010	103,535	106,123	108,777	111,496	114,285	117,138	120,070	123,073	126,149	129,304	132,538	139,162	142,642	146,209
			BiWeekly	2,961.56	3,109.65	3,265.07	3,428.32	3,599.85	3,779.89	3,874.36	3,971.21	4,070.48	4,172.27	4,276.56	4,383.54	4,492.97	4,605.43	4,720.61	4,838.60	4,959.61	5,083.65	5,337.73	5,471.21	5,608.02
SNRP 0006	Corporal 0055	Corporal 0085	Annual	79,527	83,504	87,682	92,064	96,666	101,502	104,038	106,639	109,308	112,039	114,844	117,714	120,656	123,673	126,767	129,936	133,185	136,515	143,342	146,926	150,600
			BiWeekly	3,050.36	3,202.90	3,363.15	3,531.23	3,707.74	3,893.23	3,990.50	4,090.27	4,192.64	4,297.39	4,404.98	4,515.06	4,627.91	4,743.63	4,862.30	4,983.85	5,108.47	5,236.20	5,498.05	5,635.52	5,776.44
SNRP 0007	Sergeant 0056	Sergeant 0086	Annual	85,093	89,349	93,816	98,507	103,435	108,604	111,322	114,102	116,956	119,881	122,877	125,952	129,101	132,329	135,637	139,030	142,506	146,068	153,375	157,210	161,141
			BiWeekly	3,263.85	3,427.09	3,598.43	3,778.36	3,967.37	4,165.64	4,269.89	4,376.52	4,485.99	4,598.18	4,713.10	4,831.04	4,951.82	5,075.64	5,202.52	5,332.66	5,465.99	5,602.61	5,882.88	6,029.98	6,180.76
SNRP 0008	1st Sergeant 0057		Annual	91,052	95,603	100,382	105,402	110,671	116,207	119,114	122,092	125,147	128,275	131,481	134,768	138,140	141,592	145,133	148,762	152,483	156,294	164,110	168,213	172,419
			BiWeekly	3,492.41	3,666.97	3,850.27	4,042.82	4,244.92	4,457.26	4,568.76	4,682.99	4,800.16	4,920.14	5,043.11	5,169.19	5,298.53	5,430.93	5,566.75	5,705.94	5,848.67	5,994.84	6,294.64	6,452.01	6,613.34
SNRP 0009		Lieutenant 0087	Annual	96,886	101,731	106,817	112,159	117,768	123,657	126,748	129,920	133,166	136,496	139,910	143,408	146,994	150,669	154,438	158,298	162,256	166,313	174,629	178,995	183,470
			BiWeekly	3,716.18	3,902.02	4,097.10	4,301.99	4,517.13	4,743.01	4,861.57	4,983.24	5,107.74	5,235.47	5,366.42	5,500.59	5,638.13	5,779.09	5,923.65	6,071.71	6,223.52	6,379.13	6,698.10	6,865.57	7,037.21
SNRP 0010	Lieutenant 0058	Captain 0088	Annual	101,972	107,074	112,428	118,050	123,954	130,152	133,405	136,739	140,162	143,665	147,260	150,941	154,716	158,582	162,549	166,613	170,779	175,050	183,802	188,398	193,108
			BiWeekly	3,911.26	4,106.95	4,312.31	4,527.95	4,754.41	4,992.14	5,116.91	5,244.79	5,376.08	5,510.44	5,648.33	5,789.52	5,934.32	6,082.60	6,234.76	6,390.64	6,550.43	6,714.25	7,049.94	7,226.23	7,406.89
SNRP 0011	Captain 0059	Major 0089	Annual	109,114	114,571	120,298	126,312	132,629	139,262	142,746	146,312	149,973	153,721	157,565	161,505	165,541	169,677	173,921	178,270	182,727	187,294	196,660	201,577	206,617
			BiWeekly	4,185.20	4,394.51	4,614.17	4,844.85	5,087.14	5,341.56	5,475.19	5,611.97	5,752.39	5,896.15	6,043.59	6,194.72	6,349.52	6,508.16	6,670.95	6,837.76	7,008.71	7,183.88	7,543.13	7,731.73	7,925.04
SNRP 0012	Major 0060	Colonel 0090	Annual	116,750	122,586	128,719	135,155	141,913	149,010	152,736	156,556	160,467	164,478	168,593	172,809	177,129	181,560	186,099	190,752	195,518	200,407	210,430	215,691	221,084
			BiWeekly	4,478.09	4,701.93	4,937.17	5,184.03	5,443.24	5,715.46	5,858.37	6,004.89	6,154.90	6,308.75	6,466.59	6,628.30	6,793.99	6,963.95	7,138.05	7,316.52	7,499.33	7,686.85	8,071.29	8,273.08	8,479.94
SNRP 0013	Lieutenant Colonel 0061	Superintendent 0091	Annual	124,922	131,169	137,727	144,615	151,846	159,440	163,424	167,509	171,697	175,991	180,390	184,901	189,526	194,262	199,120	204,099	209,204	214,432	225,155	230,784	236,554
			BiWeekly	4,791.53	5,031.14	5,282.68	5,546.88	5,824.24	6,115.51	6,268.32	6,425.01	6,585.64	6,750.34	6,919.07	7,092.10	7,269.50	7,451.15	7,637.48	7,828.46	8,024.27	8,224.79	8,636.09	8,851.99	9,073.31
NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.																								

STATE OF MARYLAND STATE POLICE AVIATION COMMAND SALARY SCALE Page 10
FISCAL YEAR 2026
Effective July 1, 2025

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

GRADE	SCALE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Mid Point STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
MED 0001 Annual	0151 Medic	74,860	78,329	81,966	85,794	89,806	94,022	96,235	98,501	100,829	103,215	105,658	108,163	110,728	113,361	116,058	118,822	121,654	124,558	130,514	133,640	136,844
MED 0001 BiWeekly		2,871.35	3,004.41	3,143.91	3,290.73	3,444.62	3,606.33	3,691.21	3,778.13	3,867.42	3,958.94	4,052.64	4,148.72	4,247.11	4,348.10	4,451.54	4,557.56	4,666.19	4,777.57	5,006.02	5,125.92	5,248.82
MED 0002 Annual	0152 Medic	79,717	83,422	87,322	91,412	95,709	100,219	102,587	105,015	107,503	110,054	112,671	115,351	118,096	120,910	123,797	126,752	129,786	132,893	139,263	142,608	146,036
MED 0002 BiWeekly		3,057.64	3,199.75	3,349.34	3,506.22	3,671.04	3,844.02	3,934.85	4,027.98	4,123.41	4,221.25	4,321.63	4,424.43	4,529.71	4,637.65	4,748.38	4,861.73	4,978.10	5,097.27	5,341.60	5,469.90	5,601.39
MED 0003 Annual	0153 Medic	81,198	84,983	88,956	93,130	97,511	102,115	104,527	107,004	109,542	112,143	114,811	117,546	120,347	123,219	126,161	129,179	132,270	135,440	141,937	145,348	148,845
MED 0003 BiWeekly		3,114.45	3,259.63	3,412.02	3,572.11	3,740.15	3,916.74	4,009.26	4,104.27	4,201.62	4,301.38	4,403.71	4,508.62	4,616.05	4,726.21	4,839.06	4,954.82	5,073.37	5,194.96	5,444.16	5,575.00	5,709.13
MED 0004 Annual	0154 Medic	82,712	86,573	90,625	94,881	99,353	104,047	106,510	109,035	111,623	114,277	116,996	119,785	122,638	125,570	128,573	131,649	134,804	138,038	144,662	148,142	151,709
MED 0004 BiWeekly		3,172.52	3,320.61	3,476.03	3,639.28	3,810.81	3,990.85	4,085.32	4,182.17	4,281.44	4,383.23	4,487.52	4,594.50	4,703.93	4,816.39	4,931.57	5,049.56	5,170.57	5,294.61	5,548.68	5,682.16	5,818.98
MED 0005 Annual	0155 Medic	85,027	89,004	93,182	97,564	102,166	107,002	109,538	112,139	114,808	117,539	120,344	123,214	126,156	129,173	132,267	135,436	138,685	142,015	148,842	152,426	156,100
MED 0005 BiWeekly		3,261.31	3,413.86	3,574.11	3,742.19	3,918.70	4,104.19	4,201.46	4,301.23	4,403.60	4,508.35	4,615.94	4,726.02	4,838.87	4,954.59	5,073.26	5,194.81	5,319.43	5,447.16	5,709.01	5,846.48	5,987.40
MED 0006 Annual	0156 Medic	90,593	94,849	99,316	104,007	108,935	114,104	116,822	119,602	122,456	125,381	128,377	131,452	134,601	137,829	141,137	144,530	148,006	151,568	158,875	162,710	166,641
MED 0006 BiWeekly		3,474.81	3,638.05	3,809.39	3,989.31	4,178.33	4,376.60	4,480.85	4,587.48	4,696.95	4,809.14	4,924.05	5,042.00	5,162.78	5,286.60	5,413.48	5,543.62	5,676.95	5,813.57	6,093.84	6,240.94	6,391.71
MED 0007 Annual	0157 Medic	96,552	101,103	105,882	110,902	116,171	121,707	124,614	127,592	130,647	133,775	136,981	140,268	143,640	147,092	150,633	154,262	157,983	161,794	169,610	173,713	177,919
MED 0007 BiWeekly		3,703.37	3,877.93	4,061.23	4,253.78	4,455.88	4,668.22	4,779.72	4,893.94	5,011.12	5,131.10	5,254.07	5,380.15	5,509.48	5,641.89	5,777.71	5,916.90	6,059.63	6,205.80	6,505.59	6,662.97	6,824.30
TRMA 0008 Annual	0158 Trauma	70,860	74,329	77,966	81,794	85,806	90,022	92,235	94,501	96,829	99,215	101,658	104,163	106,728	109,361	112,058	114,822	117,654	120,558	126,514	129,640	132,844
TRMA 0008 BiWeekly		2,717.92	2,850.98	2,990.48	3,137.31	3,291.19	3,452.90	3,537.79	3,624.70	3,713.99	3,805.51	3,899.22	3,995.30	4,093.68	4,194.67	4,298.12	4,404.14	4,512.76	4,624.15	4,852.60	4,972.50	5,095.39
TRMA 0009 Annual	0159 Trauma	75,717	79,422	83,322	87,412	91,709	96,219	98,587	101,015	103,503	106,054	108,671	111,351	114,096	116,910	119,797	122,752	125,786	128,893	135,263	138,608	142,036
TRMA 0009 BiWeekly		2,904.22	3,046.33	3,195.92	3,352.79	3,517.61	3,690.60	3,781.42	3,874.55	3,969.98	4,067.83	4,168.21	4,271.00	4,376.29	4,484.22	4,594.96	4,708.30	4,824.67	4,943.85	5,188.17	5,316.48	5,447.96
TRMA 0010 Annual	0160 Trauma	77,198	80,983	84,956	89,130	93,511	98,115	100,527	103,004	105,542	108,143	110,811	113,546	116,347	119,219	122,161	125,179	128,270	131,440	137,937	141,348	144,845
TRMA 0010 BiWeekly		2,961.02	3,106.20	3,258.59	3,418.69	3,586.73	3,763.32	3,855.84	3,950.84	4,048.19	4,147.96	4,250.29	4,355.19	4,462.63	4,572.79	4,685.63	4,801.39	4,919.95	5,041.54	5,290.74	5,421.57	5,555.70
TRMA 0011 Annual	0161 Trauma	78,712	82,573	86,625	90,881	95,353	100,047	102,510	105,035	107,623	110,277	112,996	115,785	118,638	121,570	124,573	127,649	130,804	134,038	140,662	144,142	147,709
TRMA 0011 BiWeekly		3,019.10	3,167.19	3,322.61	3,485.85	3,657.38	3,837.42	3,931.90	4,028.74	4,128.01	4,229.81	4,334.10	4,441.07	4,550.50	4,662.96	4,778.15	4,896.13	5,017.14	5,141.19	5,395.26	5,528.74	5,665.56
TRMA 0012 Annual	0162 Trauma	81,027	85,004	89,182	93,564	98,166	103,002	105,538	108,139	110,808	113,539	116,344	119,214	122,156	125,173	128,267	131,436	134,685	138,015	144,842	148,426	152,100
TRMA 0012 BiWeekly		3,107.89	3,260.43	3,420.68	3,588.76	3,765.28	3,950.77	4,048.04	4,147.80	4,250.17	4,354.93	4,462.51	4,572.60	4,685.44	4,801.16	4,919.84	5,041.39	5,166.01	5,293.73	5,555.59	5,693.06	5,833.98
TRMA 0013 Annual	0163 Trauma	86,593	90,849	95,316	100,007	104,935	110,104	112,822	115,602	118,456	121,381	124,377	127,452	130,601	133,829	137,137	140,530	144,006	147,568	154,875	158,710	162,641
TRMA 0013 BiWeekly		3,321.38	3,484.62	3,655.96	3,835.89	4,024.91	4,223.17	4,327.42	4,434.05	4,543.52	4,655.71	4,770.63	4,888.57	5,009.36	5,133.17	5,260.05	5,390.20	5,523.52	5,660.15	5,940.42	6,087.51	6,238.29
TRMA 0014 Annual	0164 Trauma	92,552	97,103	101,882	106,902	112,171	117,707	120,614	123,592	126,647	129,775	132,981	136,268	139,640	143,092	146,633	150,262	153,983	157,794	165,610	169,713	173,919
TRMA 0014 BiWeekly		3,549.94	3,724.50	3,907.81	4,100.36	4,302.45	4,514.79	4,626.30	4,740.52	4,857.70	4,977.68	5,100.65	5,226.72	5,356.06	5,488.47	5,624.28	5,763.48	5,906.20	6,052.38	6,352.17	6,509.54	6,670.87
NOTE: Biweekly rates for all SPS employees (thoses using time entry via Workday) may differ slightly from those shown above.																						

STATE OF MARYLAND STATE POLICE AVIATION COMMAND SALARY SCALE Page 2
FISCAL YEAR 2026
Effective July 1, 2025

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

GRADE	SCALE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Mid Point STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
RESC 0015 Annual	0165 Rescue	71,860	75,329	78,966	82,794	86,806	91,022	93,235	95,501	97,829	100,215	102,658	105,163	107,728	110,361	113,058	115,822	118,654	121,558	127,514	130,640	133,844
RESC 0015 BiWeekly		2,756.28	2,889.34	3,028.84	3,175.67	3,329.55	3,491.26	3,576.14	3,663.06	3,752.35	3,843.87	3,937.57	4,033.65	4,132.04	4,233.03	4,336.48	4,442.49	4,551.12	4,662.50	4,890.95	5,010.85	5,133.75
RESC 0016 Annual	0166 Rescue	76,717	80,422	84,322	88,412	92,709	97,219	99,587	102,015	104,503	107,054	109,671	112,351	115,096	117,910	120,797	123,752	126,786	129,893	136,263	139,608	143,036
RESC 0016 BiWeekly		2,942.57	3,084.68	3,234.27	3,391.15	3,555.97	3,728.95	3,819.78	3,912.91	4,008.34	4,106.19	4,206.56	4,309.36	4,414.65	4,522.58	4,633.31	4,746.66	4,863.03	4,982.20	5,226.53	5,354.83	5,486.32
RESC 0017 Annual	0167 Rescue	78,198	81,983	85,956	90,130	94,511	99,115	101,527	104,004	106,542	109,143	111,811	114,546	117,347	120,219	123,161	126,179	129,270	132,440	138,937	142,348	145,845
RESC 0017 BiWeekly		2,999.38	3,144.56	3,296.95	3,457.05	3,625.08	3,801.68	3,894.19	3,989.20	4,086.55	4,186.31	4,288.65	4,393.55	4,500.99	4,611.14	4,723.99	4,839.75	4,958.31	5,079.90	5,329.10	5,459.93	5,594.06
RESC 0018 Annual	0168 Rescue	79,712	83,573	87,625	91,881	96,353	101,047	103,510	106,035	108,623	111,277	113,996	116,785	119,638	122,570	125,573	128,649	131,804	135,038	141,662	145,142	148,709
RESC 0018 BiWeekly		3,057.45	3,205.54	3,360.96	3,524.21	3,695.74	3,875.78	3,970.25	4,067.10	4,166.37	4,268.16	4,372.45	4,479.43	4,588.86	4,701.32	4,816.50	4,934.49	5,055.50	5,179.54	5,433.62	5,567.10	5,703.91
RESC 0019 Annual	0169 Rescue	82,027	86,004	90,182	94,564	99,166	104,002	106,538	109,139	111,808	114,539	117,344	120,214	123,156	126,173	129,267	132,436	135,685	139,015	145,842	149,426	153,100
RESC 0019 BiWeekly		3,146.25	3,298.79	3,459.04	3,627.12	3,803.63	3,989.12	4,086.39	4,186.16	4,288.53	4,393.28	4,500.87	4,610.95	4,723.80	4,839.52	4,958.19	5,079.74	5,204.36	5,332.09	5,593.94	5,731.41	5,872.33
RESC 0020 Annual	0170 Rescue	87,593	91,849	96,316	101,007	105,935	111,104	113,822	116,602	119,456	122,381	125,377	128,452	131,601	134,829	138,137	141,530	145,006	148,568	155,875	159,710	163,641
RESC 0020 BiWeekly		3,359.74	3,522.98	3,694.32	3,874.25	4,063.27	4,261.53	4,365.78	4,472.41	4,581.88	4,694.07	4,808.99	4,926.93	5,047.71	5,171.53	5,298.41	5,428.55	5,561.88	5,698.50	5,978.77	6,125.87	6,276.65
RESC 0021 Annual	0171 Rescue	93,552	98,103	102,882	107,902	113,171	118,707	121,614	124,592	127,647	130,775	133,981	137,268	140,640	144,092	147,633	151,262	154,983	158,794	166,610	170,713	174,919
RESC 0021 BiWeekly		3,588.30	3,762.86	3,946.16	4,138.71	4,340.81	4,553.15	4,664.65	4,778.88	4,896.05	5,016.03	5,139.00	5,265.08	5,394.42	5,526.82	5,662.64	5,801.84	5,944.56	6,090.73	6,390.53	6,547.90	6,709.23
NOTE: Biweekly rates for all SPS employees (thoses using time entry via Workday) may differ slightly from those shown above.																						